BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER

WEDNESDAY, OCTOBER 15, 2025

6:30 P.M.

MINUTES

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

II. **Roll Call**

SY 2023-2025

X Ammie Davis	A Stephen Wilson (Absent with notice)	X Sara Kuhlen

SY 2024-2026

A Alison Lipsky (Arrived 6:50pm)	X Mark Gatti	X Bill Wilson

SY 2025-2027

X Danielle DiFrancesco	X Allison Cox	A Andrea Robinson (Absent with notice)

SY 2025 Mt. Ephraim Representative

A Jonathan Maxson
(Absent with notice)

Student Representative to the Board

X Helena Kuchmek

Motion by Mrs. DiFrancesco seconded by Mrs. Cox to approve the resolution for board to enter into closed Authorizing Executive session at 6:30pm for the following purposes. Motion approved by unanimous roll call (7-0) Member A. Lipsky arrived at 6:50pm. Members Wilson, Robinson, and Maxson 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 Mrs. Kuhlen seconded by Mrs. Cox to adjourn closed Authorizing Executive session at 7:00pm. Motion approved by unanimous roll call (7-0)Members Wilson, Robinson, and Maxson were absent.

IV. Call Meeting to Order

V. Flag Salute

VI. Welcome New Student Representative

Ryan Wynn

VII. Student Representatives to the Board Report

Helena Kuchmek, 12th Grade
Ryan Wynn, 11th Grade

VIII. Spotlight Program:

The Audubon Board of Education Spotlight Program recognizes the following Students of the Month for September 2025

Pre-Kindergarten **Tallula Conte**	**Kindergarten** **Quinn Reiss**	**Grade One** **Emery Rothman**
Grade Two **Kelly Storey**	**Grade Three** **Will Johnson**	**Grade Four** **Lincoln Simpkins**
Grade Five **Alaina Vorlander**	**Grade Six** **Enzo Smarro**	**Grade Seven** **Malcolm Smith**
Grade Eight **Audrey Cavanaugh**	**Freshman Class** **Chase Quinn**	**Sophomore Class** **William Johnson**
Junior Class **Bridget Mattson**	**Senior Class** **Kayla Belisto**	

The Audubon Board of Education Spotlight Program recognizes the following Teachers & Staff Members of the Month for September 2025

Pre-School / Haviland Avenue	**Mansion Avenue School**	**Audubon Jr./Sr. High School**
Brianna Henderson	**Colleen McFetridge**	**Bridget Garrity-Bantle**
Diebra Newman	**Steven McCormack**	**Jeff Vilardo**

IX. Presentations:

NJSLA presented by Shamus Burke
Bond Referendum Update presented by Deborah Roncace

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

Recognizing James Hollander for Fire Prevention

XI. Approval of Board Minutes:

1. Motion by Ms. Lipsky and seconded by Mr. Gatti to approve the following minutes:

September 17, 2025 Executive Session
September 17, 2025 Public Session

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

Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (6-0) Member Cox abstained. Members Wilson, Robinson, and Maxson were absent.

XII. Participation: (Agenda Items Only)

Sara Barry, resident and employee, addressed the Board in regards to her resignation letter. Ms. Barry stated specific reasons for her resignation.

Ryan Barry, resident, addressed the Board with a statement that the School District sustained a giant loss with the resignation of Sara Barry.

Steve Radey, resident, addressed the board with concerns of test scores and would like some clarification on the scores.

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, action, or disposition at a later date or time. The public comment 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.
- ❖ conduct a monthly review of the Superintendent's goals.
- ❖ develop a Policy review Calendar.

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

MOTION TO APPROVE ITEM 1
Motion by Mr. Gatti and seconded by Mrs. Cox

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

Policy	Title	New/Revised
3281	Inappropriate Staff Conduct	Revised
5701	Academic Integrity	Revised
8500	Food Services	Revised
Regulation	**Title**	**New/Revised**
3281	Inappropriate Staff Conduct	Revised
5516	Use of Electronic Communication Devices	New
7441	Electronic Surveillance In School Buildings and on School Grounds	Revised

Motion to Approve items 1 through 1: M. Gatti Second: A. Cox

Roll Call

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

VOTE FOR ITEM 1

Motion approved by unanimous roll call (6-0) Member Cox abstained. Members Wilson, Robinson, and Maxson were absent.

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

MOTION TO APPROVE ITEMS 1-9

Motion by Mrs. Cox and seconded by Mr. Gatti

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

   August Board Secretary's Report

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

   August 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 line item transfers for the month of August 2025.

   No August Transfers

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

   Audubon Park Preschool

Sept 16, 2025	Fire Drill
Sept 20, 2025	Secure

   Haviland Avenue School

Sept 17, 2025	Fire Drill
Sept 30, 2025	Hold

   Mansion Avenue School

Sept 11, 2025	Fire Drill
Sept 18, 2025	Lockdown
Sept 23, 2025	Bus Evacuation Drill

   Audubon Jr./Sr. High School

Sept 5, 2025	Hold
Sept 10, 2025	Bus Evacuation Drill
Sept 16, 2025	Fire Drill

7. Motion to approve the bills payable list for September 2025 in the amount of $885,662.43 when certified.

September Bill List

8. Motion to approve the bills payable list for October 2025 in the amount of $563,217.06 when certified.

October Bill List

9. Motion to approve resolution to submit Comprehensive Maintenance Plan:

Resolution
Approving Submission of Comprehensive Maintenance Plan
For Years 2024/25, 2025/26 and 2026/27

Whereas, the Department of Education requires New Jersey School Districts to submit three year maintenance plan documenting "required" maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the Audubon Public School District are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid, and

Now Therefore, Be It Resolved, that the Audubon Public School District hereby authorizes the School Business Administrator to submit the attached Comprehensive Maintenance Plan for the Audubon Public School District in compliance with Department of Education requirements.

Comprehensive Maintenance Plan

Motion to Approve Item(s) 1 through 9: A. Cox Second: M. Gatti

Roll Call

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

VOTE FOR ITEMS 1-9
Motion approved by unanimous roll call (7-0) Members Wilson, Robinson, and Maxson were absent.

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

MOTION TO APPROVE ITEMS 1-10
Motion by Ms. Lipsky and seconded by Mrs. DiFrancesco

1. Student Statistics October 1, 2025:

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
10/1/2025	65	226	316	782	24	1,413
9/4/2025	65	225	317	777	23	1,407
10/1/2024	56	228	331	798	26	1,439

2. Motion to approve the following facilities requests:

School	Location	Activity	Start/End Date(s)	Time(s)	Contact
HAS	Media Center	Bookfair	10/10/25, 10/14, 10/15, 10/16, 10/17	2:30 pm - 6:30 pm	Therese Zizak
HAS	Blacktop & Cafe Bathrooms	Blacktop Bash	6/5/26 (Rain date: 6/12/26)	12:00 pm - 9:00 pm	Denise Squibb
HAS	Blacktop & Cafe	Movie Night	10/10/25	5:45 pm - 9:00 pm	Denise Squibb
HAS	Media Center	HAS PTA	1/29/26, 2/26, 3/26, 4/30, 5/21	6:30 pm - 9:00 pm	Denise Squibb
HAS	Blacktop, Cafe, Bathrooms & Upstairs Hallway	Haunted Haviland	10/24/25	2:30 pm - 9:30 pm	Denise Squibb
MAS	Room 150	Book Fair	10/14/25 - 10/16/25	9:00 am - 3:00 pm	Jen Wesson
MAS	Room 150	Book Fair (Night Session)	10/14/25	5:30 pm - 8:00 pm	Jen Wesson
MAS	Room TBD	MAS PTA	11/11/25, 2/2/26, 4/14/26	6:30 pm - 9:00 pm	Jen Wesson
MAS	Room 150	Holiday Shop	12/9/25, 12/10, 12/12	9:00 am - 3:00 pm	Jen Wesson
MAS	Room 150	Holiday Shop (Night Session)	12/9/25	5:45 pm - 8:00 pm	Jen Wesson
AHS	Gymnasium	MAS PTA - 6th Grade Committee	2/27/26	5:00 pm - 9:00 pm	Jen Wesson

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
Deborah Roncace	McKinney Vento Homeless Workshop Sewell, NJ	10/21/25	No Cost + Travel
Dennis Bantle Bridget Garrity-Bantle	Transition Coordinators Network of South Jersey Westhampton Township, NJ	10/23/25	No Cost + Travel
Nancy Scully	Safe, Connected & In Control - Trauma Response Care Virtual	11/14/25	No Cost
Nancy Scully	Inclusion Institute 2026 Beyond Barriers: Moving Inclusive Education Forward Glassboro, NJ	3/17/26	No Cost + Travel
Carly Burton	Haddonfield Arts Workshop Haddonfield, NJ	11/4/2025	$90.00 + Travel
Janelle Mueller	Haddonfield Arts Workshop Haddonfield, NJ	11/4/2025	$90.00 + Travel
Ashley McGuire	WL Symposium (K-12) Haddonfield, NJ	11/3/2025	$40.00+ Travel
Valeria Henkel	WL Symposium (K-12) Haddonfield, NJ	11/3/2025	$40.00+ Travel
Erika Miliaresis	WL Symposium (K-12) Haddonfield, NJ	11/3/2025	$40.00+ Travel
Andrew Torney	From Entry to Exit: Creating: Dynamic Learning Experiences in PE	11/3/2025	$70.00+ Travel
Angela DiFillipo	From Entry to Exit: Creating: Dynamic Learning Experiences in PE Haddonfield, NJ	11/3/2025	$70.00+ Travel
Erica Cavanaugh	Primary Numeracy Intervention Program K-3 (2 hrs) Word Problem Intervention Program K-5 (2 hrs) Multiplicative Thinking Intervention Program 3-5 (2 hrs) Fraction Reasoning Intervention Program 3-6 (2 hrs) Virtual	TBD	No Cost
Erica Cavanaugh	Level 2 - Primary Numeracy Course Intermediate (3 hrs & 20 min) Level 2 - Multilicative Thinking Course Intermediate (3 hrs & 15 min) Virtual	TBD	$170.00
Amy Bulskis	New Jersey Council for History Education Princeton, NJ	12/5/2025	$95.00+ Travel
Dan Cosenza	New Jersey Council for History Education Princeton, NJ	12/5/2025	$95.00+ Travel
Cherie McNellis	43rd Annual Autism Conference Autism NJ Atlantic City, NJ	10/16/25	No Cost+ Travel

Emily Warren	Fall 2025 School Counselor Workshop Virtual	11/20/25	No Cost
Sylvie Galvan	Teaching Strategies Instructional Coach Conference Virtual	10/6/25	No Cost
Sylvie Galvan	Safety Certification Training Audubon, NJ	9/27/25 9/30/25 10/7/25 10/14/25 10/21/25 10/28/25	No Cost
Kelly O'Donnell	Camden County Office of Mental Health & Addiction (OMHA) Blackwood, NJ	10/7/25	No Cost+ Travel
Christy Rehn	Special Education Resource Teachers: Using AI Tools and Strategies to Enhance Student Learning and Ease Your Workload Grades K-12 Virtual	12/15/25	$295.00+ Travel
Ryan DeSousa	31st Conference New Jersey Council for History Education Princeton, NJ	12/5/2025	$95.00+ Travel
Ryan DeSousa	South Jersey Debate League Coaches' Meeting Moorestown, NJ	10/23/25	No Cost+ Travel
Liam Korbul	Cooper Bone & Joint Athletic Trainers Symposium Mt. Laurel, NJ	11/11/25	$40.00+ Travel
Mike Tomasetti	HESAA Workshop Stockton, NJ	10/20/25	No Cost+ Travel
Ana del Rosario	Fall Symposium 2025 - WJV Mt. Laurel, NJ	10/24/25	$225.00 + Travel
Stacey Augustine	THe Neurobiology of Trauma/PTSD Virtual	1/14/26	$60.00
Christa Timpano	Every Learner Matters: Integrating Behavioral Support Galloway, NJ	10/28/25	$178.00 + Travel

4. 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
HAS	Audubon Firehouse Audubon, NJ J. McClellan	9/26/25	Group 1: Depart: 11:15 am Return: 12:30 pm Group 2: Depart: 12:00 pm Return: 1:15 pm	76 students, 15 chaperones	To teach fire safety	$90.00 Paid for by BOE
APS	Jake's Place Playground Cherry Hill, NJ K. Stenton	10/15/25	Depart: 9:00 am Return: 12:00 pm	65 students, 12 chaperones	To participate in an offsite educational experience while maintenance conducts work	No Cost
AHS	Haviland Avenue	10/20/25,	Depart: 2:40 pm	5 students,	To assist with	No Cost

	Audubon, NJ R. Latini	11/3, 11/10, 11/17, 11/24	Return: 3:10 pm	1 chaperones	Lego Club at Haviland	
AHS	Audubon Preschool Audubon, NJ R. Latini	10/17/25	Depart: 4:00 pm Return: 6:00 pm	8 students, 1 chaperone	Trunk or Treat	No Cost
AHS	Riverwinds Community Center West Deptford, NJ M. Tomasetti	10/16/25	Depart: 8:45 am Return: 12:30 pm	40 students, 2 chaperones	To expose our students to opportunities to connect with several colleges	No Cost
HAS	Audubon High School Audubon, NJ C. McNellis	10/22/25	Depart: 8:45 am Return: 9:45 am	3 students, 2 chaperones	Creating relationships in our community and taking the opportunity to learn about gardening and pumpkins	$50.00 Paid for by Wave Account #620
AHS	Haviland Avenue Audubon, NJ R. Latini	10/24/25	Group 1: Depart: 3:00 pm Return: 6:00 pm Group 2: Depart: 6:00 pm Return: 8:00 pm	12 students, 1 chaperone	Setup and assist with Haunted Haviland	No Cost
AHS	Philadelphia Zoo Philadelphia, PA T. Egner	11/4/25	Depart: 9:10 am Return: 12:30 pm	21 students, 2 chaperones	Animal Behavior Class: observe types of enrichment provided to animals	$160.00 Paid for by students
AHS	Haviland Preschool Audubon, NJ T. Egner	11/20/25	Depart: 9:00 am Return: 11:00 am	18 students, 1 chaperone	To present fall enrichment activities to the PreK	No cost
AHS	Booksmiles Pennsauken, NJ N. Rienstra / P. Polimeni	11/20/25	Depart: 9:35 am Return: 12:30 pm	18 students, 2 chaperones	To encourage literacy and community service	$125.00 Paid for by BOE
AHS	SONJ Complex Lawrenceville, NJ B. Garrity-Bantle	12/2/25	Depart: 8:00 am Return: 1:45 pm	6 students, 2 chaperones	SONJ Unified Youth Leadership Summit	$285.00 Paid for by BOE
AHS	Eastern High School, Voorhees Twp., NJ M. Webb	11/18/25	Depart: 2:45 pm Return: 7:00 pm	1 chaperone, 10 students	South Jersey Chess League	$150.00 Paid by BOE
AHS	Oakcrest High School, Mays Landing, NJ M. Webb	11/22/25	Depart: 7:30 am Return: 3:00 pm	1 chaperone, 10 students	South Jersey Chess League Blitz Tournament	$300.00 Paid by BOE

AHS	Seneca High School, Tabernacle, NJ M. Webb	12/2/25	Depart: 2:45 pm Return: 7:00 pm	1 chaperone, 10 students	South Jersey Chess League	$150.00 Paid by BOE
AHS	Salem County Tech School Pilesgrove, NJ M. Webb	1/13/26	Depart: 2:45 pm Return: 7:00 pm	1 chaperone, 10 students	South Jersey Chess League	$150.00 Paid by BOE
AHS	Oakcrest High School, Mays Landing, NJ M. Webb	1/27/26	Depart: 2:45 pm Return: 7:00 pm	1 chaperone, 10 students	South Jersey Chess League	$150.00 Paid by BOE
AHS	Seneca High School, Tabernacle, NJ M. Webb	2/7/25	Depart: 7:30 am Return: 3:00 pm	1 chaperone, 10 students	South Jersey Chess League Championship Tournament	$300.00 Paid by BOE
AHS	Mutter Museum Philadelphia, PA D. Niglio	2/25/26	Depart: 9:30 am Return: 1:30 pm	35 students, 2 chaperones	Forensic Anthropology activity and museum tour	$175.00 Paid for by students
AHS	Edelman Fossil Park Rowan University D. Niglio	5/5/26	Depart: 8:30 am Return: 1:00 pm	28 students, 3 chaperones	To explore fossil park and museum to reinforce AP Bio Natural Selection Unit	$190.00 Paid for by students
MAS	Hot Wheelz Cherry Hill, NJ M. Rehn	5/28/26	Depart: 11:50 am Return: 2:30 pm	32 students, 3 chaperones	5th Grade Safety Patrol Skating Party	$115.00 Paid for by BOE

5. Motion to retroactively approve homebound instruction for the following Audubon Jr./Sr. High School student(s):

Student ID#	Date
00872	Effective September 15, 2025 through November 15, 2025
12039	Effective September 15, 2025 through November 15, 2025

6. Motion to approve the following Resolution for Professional Service Agreement for the 2025-2026 School Year

Approval of Professional Service Agreements for the 2025-2026 School Year

WHEREAS, the **Business Office** has compiled a list of private providers, qualified to perform professional consultations and services; and
WHEREAS, the **Board**, pursuant to its authority under N.J.S.A. 18A:18A-5(a)(1), may negotiate and award a contract for professional services without the necessity of public advertising for bids and bidding therefor; and

WHEREAS, the **Board** has determined, based upon the recommendation of its **Administration**, that there is a continued need for the professional consultations and services for the 2024/2025 school year and that the award of said contracts will allow for the continued provision of high quality services at a fair and competitive price; and

WHEREAS, the total amount to be paid to any one vendor shall not exceed the rates as listed for the current school year;

NOW, THEREFORE, BE IT RESOLVED by the **Audubon Board of Education**, that the **Board** hereby approves the list of **Approved Private Providers** to perform such professional consultations and services as are determined necessary and prudent by the **Audubon Public School District** for the 2024/2025 school year; and be it

FURTHER RESOLVED, that the Board authorizes its President and Secretary to execute professional services contracts with Approved Private Providers upon final approval of the form of contracts by the Superintendent of Schools & School Business Administrator and when needed by the School Board Solicitor.

Professional Medical Staffing Agency
Provision:
Substitute Nursing Services for all schools
$63/hour RN,

BAYADA Home Health Care, INC
Provision:
Substitute Nursing Services for all schools
$83/hour RN,

7. 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 $
2133969977	Collingswood BOE	22,200.00		30,898.51

8. Motion to approve guest speaker, Alison Lipsky, to discuss NJ standards/curriculum regarding safety/legal concerns for minors on October 27, 2025 in Health I.

9. Motion to approve the negotiated settlement agreement between the parents/guardians of student #11096 and the Audubon Board of Education.

   Settlement Agreement

10. Motion to approve the 2025-2026 Nursing Service Plan.

    Nursing Service Plan

Motion to Approve Items 1 through 10: A. Lipsky Second: D. DiFrancesco

Roll Call

A Ammie Davis	A Stephen Wilson	X Sara Kuhlen	A Johnathan Maxson
X Alison Lipsky (abstained #8)	X Mark Gatti	X Bill Wilson	
X Danielle DiFrancesco	X Allison Cox	A Andrea Robinson	

VOTE FOR ITEMS 1-10
Motion approved by unanimous roll call (7-0) With Mrs. Lipsky abstaining from #8. Members Wilson, Robinson, and Maxson were absent

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

MOTION TO APPROVE ITEMS 1-34
Motion by Mrs. DiFrancesco and seconded by Mrs. Cox

1. Motion to accept the letter of resignation from Sara Barry, School Nurse at Audubon Jr./Sr. High School, with a release date of November 14, 2025.

2. Motion to approve the separation agreement for employee #1618.

Separation Agreement

3. Motion to retroactively approve the first-year tenure track Teacher of English agreement for Kimberly Stone, at Audubon Jr./Sr. High School, at Step 5, BA (FTE 1) effective October 1, 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.

4. +Motion to approve the first year tenure track Special Education Paraprofessional agreement for Kelly Hardymon for Mansion Avenue School, effective October 16, 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.

5. +Motion to approve the first year tenure track Special Education Paraprofessional agreement for Edward Downs for Mansion Avenue School, effective on or about November 1, 2025, for the 2025-2026 school year in accordance with the 2024-2027 negotiated contract between the Audubon Board of Education and the Audubon Education Association at Step 1, FTE 0.87, 29.5 hours per week, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

6. Motion to approve the long-term Part-Time (3 days per week) Substitute Counselor agreement for Wendy VanFossen at Audubon Jr./Sr. High School, effective December 8, 2025, through April 2, 2026, at $275.00 per diem, no benefits; time worked does not count towards the acquisition of tenure, as recommended by the Superintendent of Schools.

7. Motion to create the following positions for the Audubon Public School District at the recommendation of the Superintendent of Schools.

Position	Location
Instructional Paraprofessional (2 positions)	Audubon Preschool
Girls Assistant Varsity Wrestling Coach	Audubon Jr./Sr. High School
Web Master	Audubon Jr./Sr. High School

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

Name	2025-2026 Original Position	2025-2026 New Position
Andria Morrison	Grade 7/8 ELA Teacher - AHS	Grade 9-12 ELA Teacher - AHS

9. Motion to approve a request from employee #2342, to take a Family and Medical Leave of Absence, effective December 8, 2025 to April 2, 2026 at the recommendation of the Superintendent of Schools.

December 8, 2025 to March 9, 2026	Federal FMLA (12 weeks)
January 25, 2025 through April 2, 2025	NJFLA (10 weeks)
December 8, 2025 through December 19, 2025	Paid Leave (10 sick days)
December 22, 2025 through April 2, 2025	Unpaid Leave (62 unpaid days)

10. Motion to retroactively approve a request from employee #1912, to take a Family and Medical Leave of Absence effective September 11 to December 4, and a Non-FMLA extension, effective December 5, 2025 to January 11, 2026 at the recommendation of the Superintendent of Schools.

September 11, 2025 to December 4, 2025	Federal FMLA (12 weeks)
September 11, 2025 through December 4, 2025	Paid Leave (58 sick days)
December 5, 2025 through January 11, 2026	Non-FMLA (6 weeks)
December 5, 2025 through December 11, 2025	Paid Leave (5 sick days)
December 12, 2025 through January 11, 2026	Unpaid Leave (15 days)

11. Motion to retroactively approve a request from employee #1386, to take a Family and Medical Leave of Absence, effective September 16, 2025 to December 9, 2025 at the recommendation of the Superintendent of Schools.

September 16, 2025 to December 9, 2026	Federal FMLA (12 weeks)
September 16, 2025 to December 9, 2026	Paid Leave (56 sick days)

12. Motion to approve the request from employee #2151 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to October 3, 2025 through October 2, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

13. Motion to approve the request from employee #576 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to October 2, 2025 through October 1, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

14. Motion to approve the following new 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.

    Lily Cameron - Substitute Teacher
    Christopher D'Antonio - Substitute Teacher
    Chase Gilbert - Substitute Teacher
    Jaime Grookett - Substitute Teacher
    Jane Poponi - Substitute Teacher
    Patrick Williams - Substitute Teacher
    Konstantionos Kalogeros - Substitute Custodian

15. Motion to approve Jaclyn Sloan to provide Speech Therapy services for up to 9 half-days at her per diem rate from October 21, 2025 to December 2, 2025.

16. Motion to approve the following paid winter 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
Brian O'Donnell	Boys' Basketball	Varsity Coach	$8,179.00
Randolph Callaway	Boys' Basketball	Jr. Varsity Coach	$5,525.00
Patrick Driscoll	Boys' Basketball	Middle School Coach	$4,442.00
Bridget Garrity-Bantle	Girls' Basketball	Varsity Coach	$8,179.00
Nicholas May	Girls' Basketball	Jr. Varsity	$5,525.00
Josh Atkins	Swimming	Varsity Coach	$7,794.00

Daniel Cosenza	Winter Track	Varsity Coach	$6,220.00
Steve Ireland	Winter Track	Assistant Coach	$4,140.00
Mike Ahern	Wrestling	Varsity Coach	$8,179.00
Dominic Koehl	Wrestling	Assistant Varsity Coach	$5,525.00
Kyle Muckley	Wrestling	Assistant Varsity Coach	$5,525.00
Ryan McLaughlin	Wrestling	Assistant Varsity Coach	$5,525.00
Andrew Haubois	Wrestling	Middle School Coach	$5,490.00
Stephanie Davidson	Cheerleading	Varsity Coach	$4,383.00
Jennifer Lawson	Cheerleading	Assistant Varsity Coach	$3,210.00

17. Motion to approve the following paid winter coaching positions for the 2025-2026 school year at the recommendation of the Superintendent of Schools.

Name	Sport/Activity	Position	Contractual Rate
Bill Scully	Wrestling	Girls Assistant Varsity Coach	$5,525.00

18. Motion to rescind 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
Carter, Daniel	Fall Assistant Athletic Trainer	Assistant Athletic Trainer	$2,566.00

19. 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 pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Shawn Clerkin	Indoor Percussion	$2,178.43

20. Motion to approve the following Mansion Avenue School extracurricular contract for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Tricia Martel	Web Master	$2,179.43

21. Motion to approve the following Audubon Preschool and Haviland Avenue School extracurricular contract for the 2025-2026 school year in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Kelley Stenton	Web Master	$2,179.43

22. Motion to approve the following Audubon High School extracurricular contract for the 2025-2026 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Name	Position/Activity	Contractual Rate
Nicholas Rienstra	Web Master	$2,179.43

23. Motion to approve the following Audubon Jr./Sr. High School extra-curricular contract for the 2025-2026 school year to be paid in two equal stipends of $500.00 on January 15, 2025 and June 15, 2025 reimbursed to AHS through the Unified Champion School Grant at the recommendation of the Superintendent of Schools.

Name	Sport/Activity	Stipend Amount
Bridget Garrity-Bantle	Unified Sports Program	$1,000.00

24. Motion to approve the following volunteer (unpaid) winter coaching positions for the 2025-2026 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements at the recommendation of the Superintendent of Schools.

Name	Sport/Activity
Chris Sylvester	Swimming
Kieran Boland	Winter Track
Adam Cramer	Winter Track
Roger Houghkirk	Winter Track
Anthony Pugliese	Winter Track
Daniel Reed	Winter Track
Andrew Torney	Winter Track
Kevin Headley	Girls' Basketball
Danielle Headley	Girls' Basketball
Robert Garrity	Girls' Basketball
Ryan Boland	Boys' Basketball
Dan Driscoll	Boys' Basketball
Greg Smith	Marching Band
Greg Veach	Marching Band
Jordyn Fingerman	Marching Band
Dennis Bantle	Unified Bowling
Stacey Augustine	Unified Bowling
Nicholas May	Unified Bowling
Jenna Casey	Unified Bowling
Amy Wiltsey	Unified Bowling

25. Motion to approve any paid employees to serve as clock and/or security personnel for basketball games and wrestling matches for the 2025-2026 winter sport season, at a rate of $40.00 per home event with prior administrative approval and executed time sheets as per the negotiated agreement at the recommendation of the Superintendent of Schools.

26. Motion to approve the following individuals to serve as clock and/or security personnel for basketball games and wrestling matches for the 2025-2026 winter sports season, at a rate of $40.00 per home event with prior administrative approval and executed time sheets, as per the negotiated contract, pending the completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Anthony Calderone	Shawn Agnew

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

28. Motion to rescind the following overloads as 6th period compensation - pensionable at the rate established which shall be prorated based on services performed at the Audubon Jr./Sr. High School for the 2025-2026 school year.

Name	Position	Partial/Full	Salary
Carter, Daniel	General Education w/ICS	Full	$4,000.00

29. Motion to approve the following staff members to facilitate Professional Learning during the October 13, 2025 In-Service at the AEA negotiated rate of $60 for 2 hours of preparation and $60 for 1 hour of presentation.

Name	Topic	Preparation Hours	Presentation Hours	Total Payment
Cara Novick	Handle With Care: Verbal De-escalation	2 hours ($60.00)	1.5 hours ($90.00)	$150.00
Rachel Nugent	Zones of Regulation	2 hours ($60.00)	1.0 hours ($60.00)	$120.00
Maria McCutcheon	Zones of Regulation	2 hours ($60.00)	1.0 hours ($60.00)	$120.00
Chris Sylvester	Lesson Planner - Presentation, Follow Up, Support	4 hours ($120.00)	2 hours ($120.00)	$240.00
Amy Wiltsey	Delta Math: Tips, Tricks, Questions, Answers	1.75 hours ($52.50)	0.75 ($45.00)	$97.50

30. Motion to approve the following staff members to review and update lesson plans at the non-instructional AEA contractual rate of $30 per hour for a total of 5 hours per week.

Krista Little	Larae Drinkhouse

31. Motion to retroactively approve the following maintenance staff member licensure 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	License(s)	Contract Stipend
Michael Weaver	HVAC Black Seal Refrigeration	$600 (pro-rated from 10/1/25) $600 (pro-rated from 10/1/25) $200 (pro-rated from 10/1/25)

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

Name	Title	Step	Degree	Hours Per Week	Location
Johnson, Ashley	Instructional	2	Sub Cert (pro-rated from 10/1/25)	29.5	APS

Baker, Tyler	Special Education	3	Sub Cert (pro-rated from 10/1/25)	29.5	MAS

33. Motion to approve the Side Bar agreement between the AEA and BOE

    Side Bar Agreement

34. Motion to approve the first-year tenure track 10 month School Nurse contract for Kristie Salciunas, at the Audubon Jr./Sr. School effective on our about November 17, 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 10, BA, FTE 1.0, 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

Motion to Approve Items 1 through 34: D. DiFrancesco Second: A. Cox

Roll Call

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

VOTE FOR ITEMS 1-9
Motion approved by unanimous roll call (7-0) Members Wilson, Robinson, and Maxson were absent

XVII. REPORTS:

XVIII. HIB District Report

OCTOBER 2025	BULLYING INCIDENTS REPORT		
SCHOOL	**Confirmed HIB**	**Non-HIB**	**Total**
AHS	296811	0	1
MAS	296294	0	1
HAS	0	0	0
APPS	0	0	0

XIX. 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

XX. Board Member Comments

Board President Davis reminded the public of the Meet & Greet with board members on October 30, 2025. In addition, the Board Self Evaluation is due on October 30, 2025.

Board Member B. Wilson commented on the test scores and the embarrassment on the scores.

Board Member S. Kuhlen mentioned the AEF Festival of Lights event.

XXI. Public Participation: (Open Discussion)

Steve Radey, resident, requested that the drop off car line be reinstated. A petition has been sent to the board and no response has been given.

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, action, or disposition at a later date or time. The public comment 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.

XXIII. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, November 19, 2025 at 6:30 pm in the Audubon Junior-Senior High School Media Center.

2. Motion by Mrs. DiFrancesco seconded by Ms. Lipsky to adjourn the meeting at approximately 9:40pm. Motion approved by unanimous roll call (7-0) Members Wilson, Maxson, and Robinson were absent.

Motion to Approve: D. DiFrancesco Second: A. Lipsky

Roll Call

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

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

Deborah J. Roncace

Deborah Roncace
Business Administrator/Board Secretary

AUDUBON BOARD OF EDUCATION
WEDNESDAY, OCTOBER 15, 2025
EXECUTIVE SESSION
AGENDA

I. Governance
   - None at this time

II. Operations
   - None at this time

III. Education
   - None at this time

IV. Human Resources
   - HIB

Deborah J. Roncace

Deborah Roncace
Business Administrator/Board Secretary