

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, DECEMBER 17, 2025

6:30 P.M.

MINUTES

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

II. **Roll Call**

SY 2023-2025

X Ammie Davis

X Stephen Wilson

X Sara Kuhlen

SY 2024-2026

A Alison Lipsky
(arrived 6:33pm)

X Mark Gatti

X Bill Wilson

SY 2025-2027

X Danielle DiFrancesco

X Allison Cox

X Andrea Robinson

SY 2025 Mt. Ephraim Representative

X Jonathan Maxson

Student Representative to the Board

Apprentice Student Representative

X Helena Kuchmek

X Ryan Wynn

Motion by Mrs. DiFrancesco seconded by Mr. Maxson to approve the resolution for the board to enter into closed Authorizing Executive session at 6:30pm for the following purposes. Motion approved by unanimous roll call (9-0)
Member Lipsky arrived at 6:33pm

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 Mr. Maxson was seconded by Ms. Lipsky to adjourn the closed Authorizing Executive session at 7:00pm. Motion approved by unanimous roll call (10-0)

IV. Call Meeting to Order

V. Flag Salute

VI. Student Representatives to the Board Report

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

VII. Spotlight Program:

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

Pre-Kindergarten

Margo Lawrence

Kindergarten

Nathan Johnson

Grade One

Olivia Valenti

Grade Two

Ava Stronski

Grade Three

Wyatt Bisaga

Grade Four

Mia Pettersen

Grade Five

Jackenson fils Derilus

Grade Six

Gabrielle Blauvelt-DiPatri

Grade Seven

Adrienne Adamczyk-DeLarge

Grade Eight

Brayden Johnson

Freshman Class

Nathan Drummond

Sophomore Class

Adam Sinatra

Junior Class

Elizabeth Holland

Senior Class

Isabella Lamancusa

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

Pre-School / Haviland Avenue

Ceili Bianco

Christine Eagan

Mansion Avenue School

Kelly Angelone

Cindy Staab

Audubon Jr./Sr. High School

Matt Harter

Tyler Urban

VIII. Presentations:

Pet Friends presented by Mr. Brennan and Roxy

Johnathan Maxson - Recognition of Years of Service on the Audubon Board of Education

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

Recognition of Mansion Avenue School's Blue Ribbon Award

Recognition of Amanda Brown for the American Heart Association

Recognition of the National Honor Society Event on November 20, 2025 at APS

Recognition of Audubon High School Ensemble performance on December 10, 2025 at APS

X. Approval of Board Minutes:

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

November 19, 2025 Executive Session

November 19, 2025 Public Session

Motion to Approve: J. Maxon

Second: A. Lipsky

Roll Call

<u>X</u> Ammie Davis	<u>X</u> Stephen Wilson	<u>X</u> Sara Kuhlen	<u>X</u> Johnathan Maxson
<u>X</u> Alison Lipsky	<u>X</u> Mark Gatti	<u>X</u> Bill Wilson	
<u>X</u> Danielle DiFrancesco	<u>+</u> Allison Cox (Abstained)	<u>X</u> Andrea Robinson	

VOTE FOR ITEM 1

Motion approved by unanimous roll call (9-0) Member Lipsky abstained.

XI. Participation: (Agenda Items Only)

Garret Gouveria, resident, commented on the affidavit of proof of residency to register to attend school in Audubon School District.

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.

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

MOTION TO APPROVE ITEM 1

Motion by Mr. Maxson and seconded by Ms. Lipsky

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
<u>1140</u>	Affirmative Action Program	Revised
<u>1523</u>	Comprehensive Equity Plan	Revised
<u>1530</u>	Equal Opportunity Opportunities	Revised
<u>1550</u>	Equal Employment/Anti-Discrimination Practices	Revised
<u>2260</u>	Equity in School and Classroom Practices	Revised
<u>2411</u>	Guidance Counseling	Revised
<u>2431.4</u>	Prevention and Treatment of Sports-Related Concussions and Head Injuries	Revised
<u>3211</u>	Code of Ethics	Revised
<u>5750</u>	Equitable Educational Opportunity	Revised
<u>5841</u>	Secret Societies	Revised
<u>5842</u>	Equal Access of Student Organizations	Revised
<u>9323</u>	Notification of Juvenile Offender Case Disposition	Revised
Regulation	Title	New/Revised
<u>1530</u>	Equal Employment Opportunity Complaint Procedure	Revised
<u>1550</u>	Equal Employment/Anti Discrimination	Revised

<u>2200</u>	Curriculum Content	Revised
<u>2260</u>	Equity in School and Classroom Practices Complaint Procedure	Revised
<u>2431.4</u>	Prevention and Treatment of Sports Related Concussions and Head Injuries	Revised

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

Roll Call

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

VOTE FOR ITEM 1

Motion approved by unanimous roll call (10-0)

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

MOTION TO APPROVE ITEMS 1-14

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 October 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.

October Board Secretary's Report

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

October 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 October 2025.

October Transfers

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

Audubon Park Preschool

Nov 24, 2025 Fire Drill
Nov 26, 2025 Hold

Haviland Avenue School

Nov 24, 2025 Fire Drill
Nov 26, 2025 Hold

Mansion Avenue School

Nov 20, 2025 Hold
Nov 24, 2025 Fire Drill

Audubon Jr./Sr. High School

Nov 17, 2025 Fire Drill
Nov 26, 2025 Lockdown

7. Motion to approve the bills payable list for November 2025 in the amount of \$514,878.45 when certified.

November Bill List

8. Motion to approve the bills payable list for December 2025 in the amount of \$719,579.25 when certified.

December Bill List

9. Motion to accept a grant from the New Jersey Department of Education for Literacy.

Program	Grant Number	FY 2026 Award Amount
Funding for Optimal Comp Univ Screen Cohort 2	26000082	\$3,080.00

10. Motion to approve the NJDOE Statement of Assurance submission for the Audubon Public School District's School Safety and Security Plan for the 2025-2026 School Year.

School Safety & Security Plan SOA

11. Motion to approve the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance for the 2025-2026 school year.

Health & Safety Checklist SOA

12. Motion to approve the Residency Support Agreement between Associated PI and the Audubon Board of Education for the 2025-2026 school year, effective through June 30, 2026, at a per hour fee of \$140.00; mileage rate of \$0.78 per mile; compensation may also include approved accrued expenses (tools, reports, video) at the recommendation of the Superintendent of Schools.

13. Motion to accept the NJQSAC District Improvement Process.

NJ DIP

14. Motion to approve Creative Minds Therapy Contract for Speech Therapy services for the 2025-2026 school year.

Speech Therapy Contract

Motion to Approve Item(s) 1 through 14: M. Gatti Second: J. Maxson

Roll Call

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

VOTE FOR ITEMS 1-14

Motion approved by unanimous roll call (10-0)

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

MOTION TO APPROVE ITEMS 1-8

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 November 19, 2025 meeting of the Board of Education.

School	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
AHS	298529	Confirmed HIB	
AHS	298215	Confirmed HIB	

2. Student Statistics December 1, 2025:

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
12/1/2025	66	223	315	781	25	1,410
11/3/2025	66	226	316	781	25	1,414
12/01/2024	57	228	329	798	25	1,437

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
Michael Chisholm	Checkpoint Software Blade Training Elkton, MD	11/17/25 11/18/25	No Cost + Travel
Greg Smith	Checkpoint Software Blade Training Elkton, MD	11/17/25 11/18/25	No Cost + Travel
Kayla Cain	School Nurses: Best Strategies For Success During School Medical Emergencies Virtual	12/8/25	\$15.00 (Cancellation Fee)
Maria McCutcheon	NJSCA Winter PD 2026 Sewell, NJ	1/9/26	\$79.00 + Travel
Silveria Galvan	Veteran Instructional Coach Meeting Trenton, NJ	1/16/26	No Cost + Travel
Nicole Szymanski	Teaching Media Literacy Skills in a Fake News World Virtual	1/28/26	\$295.00
Carl Ellinwood	New Jersey Music Educators Conference Atlantic City, NJ	2/19/26 2/20/26	\$232.03 + Travel
Nancy Scully	Making Sense of Medications Virtual	12/11/25	No Cost

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
AHS	Rowan University Glassboro, NJ R. Swinney	1/7/26	Depart: 8:15 am Return: 1:30 pm	12 students, 1 chaperone	All South Jersey Chorus to rehearse at Rowan	\$235.00 Paid for by BOE
MAS	American Revolution Museum Philadelphia, PA B. Rehn / McFetridge	2/19/26	Depart: 8:45 am Return: 2:30 pm	41 students, 11 chaperone	5th Grade Social Studies Curriculum	\$245.00 Paid for by students
MAS	American Revolution Museum Philadelphia, PA K. Rosenberg / E. Cavanaugh	2/20/26	Depart: 8:45 am Return: 2:30 pm	40 students, 9 chaperones	5th Grade Social Studies Curriculum	\$245.00 Paid for by students
AHS	Liberty Lake Bordentown, NJ N. May	5/27/26	Depart: 8:30 am Return: 2:00 pm	95 students, 10 chaperones	8th Grade Class trip - team building	\$730.00 Paid for by students

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

Student ID#	Date
10338	Effective November 4, 2025 through December 4, 2025
12039	Effective November 15, 2025 through December 15, 2025

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

Student	College / University	Grade / Subject	Dates	Cooperating Teacher(s)
Adrianna DeValerio	Dominican University	K-8	21 hours (dates TBD)	HAS - Alycia Colucci MAS - Maddy Meehan, Becky Gilbert, Terri Salamone, Erica Cavanaugh AHS - Bill Scully, Alvina LaCasse, Dan Cosenza

7. Motion to approve Burlington County Education Service Unit to provide substitute Physical Therapy services two days per week to cover staff leave of absences. Rates and details attached.

Rates and Details

8. Motion to approve an observation of Audubon's CBI and WAVE Program by four (4) representatives from West Deptford High School on December 16, 2025 from 8:15 am to 10:30 am.

Motion to Approve Items 1 through 8: A. Lipsky Second: J. Maxson.

Roll Call

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

VOTE FOR ITEMS 1-8

Motion approved by unanimous roll call (10-0)

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

MOTION TO APPROVE ITEMS 1-20

Motion by Mr. Maxson and seconded by Ms. Lipsky

1. Motion to accept the letter of resignation from Kathleen Zelinsky, Instructional Paraprofessional at the Audubon preschool, effective December 5, 2025.
2. Motion to accept the letter of resignation from Kayla Cain, School Nurse at Mansion Avenue School, effective January 23, 2026.
3. +Motion to approve the first year tenure track Part Time 10 month Administrative Assistant agreement for Amy Liberi for Mansion Avenue School, effective on or about January 20, 2026, 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 6, FTE 0.74, 29.5 hours per week, no benefits, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

Resume

4. +Motion to approve the first year tenure track Preschool Teacher agreement for Krystle Panepinto for the Audubon Preschool, effective on or about January 5, 2026, 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 15, MA, FTE 1.00, 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

5. Motion to retroactively approve the part-time (2 day/per week) Substitute Teacher of Special Education agreement for Greg Francis, at the Audubon Jr./Sr. High School, effective November 21, 2025 through January 19, 2026 at \$275.00 per diem, up to 5 hours/day, no benefits; time worked does not count towards the acquisition of tenure, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.
6. Motion to update the approved 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 March 27, 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 revise the request from employee #2342, to take a Family and Medical Leave of Absence, effective December 8, 2025 to March 27, 2026 at the recommendation of the Superintendent of Schools.

December 8, 2025 through March 9, 2026 Federal FMLA (12 weeks)

January 25, 2026 through March 27, 2026 NJFLA (9 weeks)

December 8, 2025 through December 19, 2026 Paid Leave (10 sick days)

December 22, 2025 through March 27, 2026 Unpaid Leave (58 days)

8. Motion to approve the request from employee #1083 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to November 8, 2025 through November 7, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.
9. Motion to adjust all hourly employees currently paid at \$15.63 to \$15.92 effective January 1, 2026 for the 2025-2026 school year
10. 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.

Michael Abriola - Substitute Teacher
Kayla Cain - Substitute Nurse

11. +Motion to update the approved following staff members for the position of Lego Club Advisors at Haviland Avenue School for the 2025-2026 school year, 1 day per week for 8 weeks, effective September 1, 2025 through December 1, 2025, for a maximum of 8 total days, in addition up to 1 hour parent session at the end of each cycle; at the recommendation of the Superintendent of Schools.

Name	Parent Meetings	Instructional Time	Prep/Non-Instructional
Lori Cassidy	1 hour at hourly rate	8 hours at hourly rate	

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

Name	Parent Meetings	Instructional Time	Prep/Non-Instructional
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Chelsea Rohner	1 hour at \$30/hour	16 hours at \$40/hour	16 hours at \$30/hour
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13. Motion to rescind 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
Steve Ireland	Winter Track	Assistant Coach	\$4,140.00

14. 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
Andrew Torney	Winter Track	Assistant Coach	\$4,140.00

15. 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
Rocco Monteferente	Wrestling
Gio Patti	Wrestling
Josephine Albinese	Wrestling
Tom Monteferente	Wrestling

16. Motion to update Kayla Cain as a community member volunteer advisor for the Mansion Avenue School musical pilot program for the 2025-2026 school year.

17. Motion to update the following approved staff members to facilitate Professional Learning during the December 11, 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
Matt Harter	Pear Assessment Report	N/A	1 hour (\$60.00)	\$60.00
Bill Scully	Pear Assessment Report	N/A	1 hour (\$60.00)	\$60.00

18. Motion to retroactively approve Chris Sylvester for a Professional Learning stipend of \$630.00 for ongoing troubleshooting and onboarding of new staff for the period of December 1, 2025 through June 30, 2026. Compensation for duties will be paid in two installments: \$180.00 on January 15, 2026 and \$450.00 on June 15, 2026, at the recommendation of the Superintendent of Schools.

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

Novice Teacher	School	Mentor
Natalie Boyle	Audubon High School	Larae Drinkhouse

20. Motion to approve 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
Christy Rehn	Special Education - (In Class Support)	Effective December 8, 2025 - June 17, 2026	\$2,644.44

Motion to Approve Items 1 through 20: J. Maxson Second: A. Lipsky.

Roll Call

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

VOTE FOR ITEMS 1-20

Motion approved by unanimous roll call (10-0)

XVI. REPORTS:

XVII. HIB District Report

NOVEMBER 2025	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	299431	0	1
HAS	0	0	0
APPS	0	0	0

XVIII. Program

Special

Representatives:

- A. **Camden County Educational Services Commission:** Stephen Wilson
alt: Allison Cox, Andrea Robinson
- B. **Camden County School Boards Association:** Johnathan Maxson
alt: Andrea Robinson, Danielle DiFrancesco
- C. **Audubon Education Foundation:** Stephen Wilson
alt: Sara Kuhlen, Bill Wilson
- D. **Audubon Board of Education Community Outreach:** Sara Kuhlen
alt: Danielle DiFrancesco, Alison Lipsky
- E. **Audubon/Mt. Ephraim Ad-Hoc Committee:** Mark Gatti
members: Allison Cox, Ammie Davis, Bill Wilson
- F. **Board Member Orientation Committee:** Alison Lipsky
members: Allison Cox, Ammie Davis, Mark Gatti

XIX. Board Member Comments

Board President Davis informed the board that no committees can meet before the reorganization meeting of 1/7/26.

Board Member Maxson thanked all the Board members and Audubon Community for allowing him to serve as Mt.Ephraim representative.

Board Member S. Wilson asked if he could have more recognition of Blue Ribbon Status.

XX. Public Participation: (Open Discussion)

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

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

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

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

The Board uses the public comment period as an opportunity to listen to citizens. Not all issues brought to a Board meeting will be resolved at that particular meeting. Complaints stated or actions requested by the public may be taken under advisement by the Board for investigation, discussion, 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.

XXII. ADJOURNMENT

- 1. The next meeting of the Board of Education is scheduled for Wednesday, January 7, 2026 at 7:00 pm in the Audubon Junior-Senior High School Media Center.
- 2. Motion by Mr. Maxson and seconded by Ms. Lipsky to adjourn the meeting at approximately 8:47pm.
Motion approved by unanimous roll call (10-0)

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

Roll Call

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

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


Deborah Roncace

Business Administrator/Board Secretary