BOARD OF EDUCATION MEETING

AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER

WEDNESDAY, JANUARY 21, 2026

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 2024-2026

A Alison Lipsky (Absent w/ Notice)	X Mark Gatti	X Bill Wilson (Arrived 7:00pm)

SY 2025-2027

X Danielle DiFrancesco	X Allison Cox	X Andrea Robinson

SY 2026-2028

X Ammie Davis	X Stephen Wilson	X Sara Kuhlen

SY 2026 Mt. Ephraim Representative

X Michelle Cannaday

Student Representative to the Board	Apprentice Student Representative
A Helena Kuchmek	X Ryan Wynn

Motion by Mrs. DiFrancesco seconded by Mr. S. Wilson to approve the resolution for the board to enter into a closed Authorizing Executive session at 6:30pm for the following purposes. Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member B. Wilson arrived at 7:00pm.

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. DiFrancesco seconded by Mr. S. Wilson to adjourn closed Authorizing Executive session at 6:45pm. Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member B. Wilson arrived at 7:00pm.

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 December 2025

Pre-Kindergarten	**Kindergarten**	**Grade One**
Nora Seeberger	**Vincent Minardi**	**Luke Johnson**
Grade Two	**Grade Three**	**Grade Four**
Ainsley Gant	**Andrew Dromgoole**	**Sadie Tierney**
Grade Five	**Grade Six**	**Grade Seven**
Scarlet Quarles	**Talulah Leone**	**Brynn Dobleman**
Grade Eight	**Freshman Class**	**Sophomore Class**
Adam Bresch	**Thomas "Tommy" Drew**	**Molly Maguire**
Junior Class	**Senior Class**	
Noah Battillo	**Noah Salerno**	

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

Pre-School / Haviland Avenue	**Mansion Avenue School**	**Audubon Jr./Sr. High School**
Melissa Wasson	**Kelly Miller**	**Tamara Egner**

VIII. Presentations:

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

- Board President, Ammie Davis, announced Michelle Cannaday as the Mount Ephraim Board representative. The Board welcomed Ms. Cannaday.

- Superintendent Allen, reminded the community of the Meet & Greet Board on 1/29/26 at 7:00pm in the AHS Media Center.

X. Approval of Board Minutes:

1. Motion by Mrs. DiFrancesco and seconded by Mr. S. Wilson to approve the following minutes:

December 17, 2025 Executive Session
December 17, 2025 Public Session

Motion to Approve: D. Difrancesco Second: S. Wilson

Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member Cannaday abstained.

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, 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 DiFranceso, Sara Kuhlen, MBOE; and Alternate – Andrea Robinson

MOTION TO APPROVE ITEMS 1-4
Motion by Mrs. DiFrancesco and seconded by Mrs. Cox

1. Motion to approve the following board members to serve on committees as listed:

Committee	Governance	Operations	Education	Human Resources
BOE Chair	Alison Lipsky	Mark Gatti	Andrea Robinson	Stephen Wilson
District Lead	Sandra Allen	Deborah Roncace	Shamus Burke	Sandra Allen
Committee Member	Danielle DiFrancesco	Allison Cox	Bill Wilson	Allison Cox
Committee Member	Sara Kuhlen	Alison Lipsky	Danielle DiFrancesco	Ammie Davis
Committee Member	Michelle Cannaday	Stephen Wilson	Sara Kuhlen	Mark Gatti
Alternate	Andrea Robinson	Ammie Davis	Michelle Cannaday	Bill Wilson

2. 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
P2530	Resource Materials	Revised
P2535	Library Materials	New
P9130	Public Complaints	Revised
P0142.1	Nepotism	Revised
P1552	Sexual Harassment - Staff	New
P1220	Employment of Chief School Administrator	Revised
Regulation	**Title**	**New/Revised**
R2530	Resource Materials	Revised
R2535	Library Materials	New
R9130	Public Complaints	Revised
R1552	Sexual Harassment - Staff	New

3. Motion to abolish the following policies and regulations as recommended by the full governance Committee of the Board.

Policy	Title	New/Revised
P3362	Sexual Harassment of Teaching Staff Members Complaint Procedure	Abolish
P4352	Sexual Harassment (M)	Abolish
Regulation	**Title**	**New/Revised**
R3362	Sexual Harassment of Teaching Staff Members Complaint Procedure	Abolish
R4352	Sexual Harassment (M)	Abolish

4. Motion to establish an AHS 100-Year Celebration Committee. The committee will meet regularly at AHS to plan and prepare activities commemorating the school's 100th anniversary. Jeff Lebb will serve as the committee contact. Membership will include residents, students, and alumni. The committee will plan a variety of celebratory events and fundraising activities.

Motion to Approve items 1 through 4: D. DiFrancesco Second: A. Cox

Roll Call

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

VOTE FOR ITEMS 1-4
Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member Cannaday abstained.

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

MOTION TO APPROVE ITEMS 1-11
Motion by Mrs. DiFrancesco and seconded by Mrs. Cox

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

   November Board Secretary's Report

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

   November 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 November 2025.

   November Transfers

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

   Audubon Park Preschool

   Dec 4, 2025 Hold
   Dec 18, 2025 Fire Drill

   Haviland Avenue School

   Dec 8, 2025 Hold
   Dec 18, 2025 Fire Drill

   Mansion Avenue School

   Dec 10, 2025 Hold
   Dec 22, 2025 Fire Drill

   Audubon Jr./Sr. High School

   Dec 18, 2025 Fire Drill
   Dec 22, 2025 Secure

7. Motion to approve the bills payable list for December 2025 in the amount of $107,960.01 when certified.

   December Bill List

8. Motion to approve the bills payable list for January 2026 in the amount of $727,093.72 when certified.

   January Bill List

9. Motion to approve the submission of the 2025-2026 Statement of Assurance Regarding the Use of Paraprofessional Staff to the Camden County Office of Education.

   Paraprofessional Statement of Assurance

10. Motion to accept the grant from the Audubon Education Foundation for Mansion Avenue School's Theatre Club in the amount of $1,600.00.

11. Motion to accept the grant from the Audubon Education Foundation for Audubon High School's Identification of Trees on AHS Property in the amount of $647.78.

    Motion to Approve Item(s) 1 through 11: D. DiFrancesco Second: A. Cox

    Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member Cannaday abstained.

XIV. EDUCATION: Chairperson – Andrea Robinson; Committee Members – Bill Wilson, Danielle DiFrancesco, Sara Kuhlen and Alternate – MBOE

MOTION TO APPROVE ITEMS 1-10
Motion by Mrs. DiFrancesco and seconded by Mr. Gatti

1. Motion to approve the issuance of written decisions affirming the Superintendent's determination regarding incident(s) reported at the December 17, 2025 meeting of the Board of Education.

School	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
MAS	299748	Confirmed HIB	

2. Student Statistics December 1, 2025:

Date	Audubon Preschool	Haviland Avenue	Mansion Avenue	Audubon Jr./Sr. HS	Out of District	Total
1/5/2026	67	225	316	776	25	1,409
12/1/2025	66	223	315	781	25	1,410
1/2/2025	57	227	330	797	27	1,438

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	NJASBO Workshop - Financing Mt Laurel, NJ	2/17/26	$145.00 + Travel
Catherine Kolodzey	IXL Live: Classic Edition New Brunswick, NJ	3/10/26	$129.00 + Travel
Erica Baumgartner	IXL Live: Classic Edition New Brunswick, NJ	3/10/26	$129.00 + Travel
Chris Baker	DAANJ State Conference Atlantic City, NJ	3/10/26 - 3/13/26	$525.00 + Travel
Samantha Costill	Building the High School Master Schedule Monroe, NJ	1/30/26	$195.00 + Travel

Barbie Ledyard	Early Childhood Pyramid Model Virtual	2/23/26	No Cost
Kelly Miller	IXL Live: Classic Edition King of Prussia, PA	3/24/26	$129.00 + Travel
Amanda Brown	K-3 Activities for Catching and Throwing Stratford, NJ	2/9/26	$137.00 + Travel
Andrew Torney	K-3 Activities for Catching and Throwing Stratford, NJ	2/9/26	$137.00 + Travel
Roberta Hanson-Swinney	Music Professional Development Pine Hill, NJ	2/9/26	No Cost + Travel
Carl Ellinwood	Music Professional Development Pine Hill, NJ	2/9/26	No Cost + Travel
Barbie Ledyard	Leading Early Literacy Instruction, Intervention, and Assessment Monroe Township, NJ	2/18/26	No Cost + 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
AHS	Mansion Avenue Audubon, NJ N. May/ B. Bantle	1/22/26	Depart: 11:00 am Return: 12:00 pm	6 students, 1 chaperone	Unified Champion Club - lesson outreach	No Cost
MAS	Audubon HS Audubon, NJ C. Ellinwood	2/4/26	Depart: 8:40 am Return: 11:30 am	50 students, 1 chaperone	MAS/AHS Winter Choral Concert	$170.00 Paid for by BOE
AHS	Dave and Busters Gloucester Twp, NJ L. Tanenbaum	3/4/26	Depart: 9:15 am Return: 1:45 pm	100 students, 5 chaperone	Junior Class field trip	$350.00 Paid for by students
HAS	The Franklin Institute Philadelphia, PA 2nd Grade Teachers	3/20/26	Depart: 8:45 am Return: 2:00 pm	77 students, 22 chaperone	To extend and enhance the learning of science topics	$435.00 Paid for by students
HAS	Adventure Aquarium Camden, NJ S. Chester	3/27/26	Depart: 9:30 am Return: 2:00 pm	68 students, 17 chaperone	Explore the traits of adult and baby animals	$365.00 Paid for by students

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

Student ID#	Date
00872	Effective December 15, 2025, through January 9, 2026

6. Motion to approve the revised 2025-2026 Audubon Public School District Calendar. Removed Early Dismissal for Preschool Conferences.

   APSD 25-26 Calendar

7. Motion to approve the 2026-2027 Audubon Public School District Calendar.

   APSD Calendar

8. Motion to approve Rowan University's Formula Society of Automotive Engineers (SAE) Electric Vehicle Team to facilitate activities with 4th-grade students, fostering a deeper understanding of engineering, problem-solving skills, and STEM standards as part of the SAE's Learn Twice program. Rowan students would facilitate engineering activities along with Mrs. Martel and Mansion Avenue Staff as well as discuss career opportunities in the field on February 13, 2026, and March 13, 202,6 for a total of 6 hours.

9. 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 $
9382039088	GCSSSD	$ 24,573.01 (effective 1/21/26 through 6/30/26		

10. Motion to approve guest speaker, Alison Lipsky, to discuss NJ standards/curriculum regarding safety/legal concerns for minors on January 21, 2026, in 9th Grade Health.

Motion to Approve Items 1 through 10: D. DiFrancesco Second: M. Gatti

Roll Call

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

VOTE FOR ITEM 1
Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member Cannaday abstained.

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

MOTION TO APPROVE ITEMS 1-23
Motion by Mrs. DiFrancesco and seconded by Mr. Gatti

1. +Motion to approve the first year tenure track School Nurse agreement for Jenna Vento for Mansion Avenue School, effective on or about January 26, 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+30, 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

   Ms. Vento will be replacing Kayla Cain, who resigned.

2. Motion to approve the first year tenure track Maintenance Mechanic agreement for Edward Felli for the Audubon School District, effective on or about March 1, 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 4, 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

   Mr. Felli will be replacing Michael Weaver, who left on November 21, 2025

3. Motion to approve the first year tenure track Career and Tech Ed Teacher agreement for Vincent Doud for the Audubon School District, effective on September 1, 2026, for the 2026-2027 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 1.00, 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

   Mr. Doud will be replacing Daniel Carter, who resigned.

4. Motion to revise the part-time (3 day/per week) Long-term Substitute Teacher of Special Education agreement for Eilleen Willis, at the Audubon Jr./Sr. High School, effective November 17, 2025 through January 21, 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.

   Mrs. Willis will be filling the vacancy for Kate Lin until Ms. Boyle starts.

5. 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
Therese Zizak	Special Education Aide - HAS	Kindergarten Instructional Aide - HAS (effective Feb 1, 2026)
Lori Cassidy	Special Education Aide - HAS	Special Education Aide - APS (effective Nov 1, 2025)

   Therese Zizak will be replacing Morgan Cavallo.
   Lori Cassidy was placed at APS for extra support for IEP classification.

6. Motion to rescind Silveria Galvan from the position of Audubon Preschool School Head Teacher, effective January 9, 2026.

7. +Motion to revise the approved request from employee #2258 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to September 10, 2025 through September 9, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

   September 10, 2025 through January 30, 2026 — Intermittent Paid Leave (9.5 days to date)

   February 2, 2026 through April 2, 2026 — Paid Leave (43 days)

   Ms. Hanejko-Snell is a Preschool Teacher at the Audubon Preschool.

8. +Motion to approve the request from employee #559 to invoke a Family and Medical Leave of Absence with intermittent leave, effective retroactively to December 8, 2025 through December 11, 2026 - 60 days maximum/12 months, using remaining paid sick and personal time, then unpaid days, at the recommendation of the Superintendent of Schools.

   Mrs Falkowski is a Special Education Teacher at Mansion Avenue School.

9. Motion to approve an adjustment in the salary status of the following staff members in accordance with the negotiated 2024-2027 contract between the Audubon Board of Education and the Audubon Education Association, retroactively effective January 5, 2026, for the 2025-2026 school year, at the recommendation of the Superintendent of Schools.

Name	Step	Degree (Previous)	Degree (Current)
Alexis Miller	3	BA	MA

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.

    Nicole Rosado - Substitute Teacher
    David Amorosi - Substitute Teacher
    Candice Jackson - Substitute Teacher
    Priscilla Blagojevich - Substitute Teacher

11. +Motion to update 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
Chelsea Rohner	1 hour at $30/hour	16 hours at $40/hour	

12. Motion to approve the following Audubon Jr./Sr. High School extracurricular contract 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
Greg Smith	EMS	$5,921.43

13. Motion to approve the following Audubon Jr./Sr. High School Musical positions for the 2025-2026 school year pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, to be paid through Student Activities Account at the recommendation of the Superintendent of Schools:

Name	Position	Amount Paid
Achilles Inverso	Choreographer	$1,800.00
Armando Mendez	Costume Designer	$1,800.00
Jeremy Strong	Accompanist	$2,000.00
DFX Sound Vision / Zach Long	Lights and Sound	$10,000.00
David Gifford / Timothy Myers	Set Build/Design	$1,500.00
Sam Tait	Production Assistant	$500.00

14. Motion to approve the following volunteers (unpaid), Audubon Jr./Sr. High School Musical assistant 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	Position
Sue Cain	Production Assistant
Sue Moore	Production Assistant

15. Motion to update the following approved staff members to facilitate Professional Learning during the January 16, 2026 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
Thea Ricci	Child CPR Training	2 hours ($60.00)	2 hours ($120.00)	$180.00

16. Motion to update the following approved staff members to facilitate Professional Learning during the February 9, 2026 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
Ryan Boland Amanda Brown Stacy Caltagirone Angela DiFillipo Ryan Knaul Thea Ricci Andrew Torney Dan Reed Madison Whalen	Cross-Curricular Articulation between Physical Education and Other Content Areas	2 hours ($60.00)	1 hours ($60.00)	$120.00
Sue Jenkinson Jen Beebe Katie Hueber	LinkIt! Data Locker	2 hours ($60.00)	1 hours ($60.00)	$120.00

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

New Teacher	School	Mentor	Timeline	Payment
Kelly O'Donnell	Audubon High School	Emily Warren	6 hours	$180.00
Vincent Miracola	Audubon High School	Larae Drinkhouse	6 hours	$180.00
Krystle Panepinto	Audubon Preschool	Ceili Bianco	1/5/26 - 6/18/26 9/1/26 - 10/13/26 (30 weeks)	$1,000.00

18. +Motion to approve the following staff members to be compensated at the AEA-negotiated non-instructional rate of $30/hour for Teacher/Nurse/Administrative Assistant and the hourly rate for Paraprofessionals via timesheets for hours worked beyond their regular schedules in the role of registrar during Preschool registration on Monday, February 9, 2026, with a max of 25 hours total.

Melissa Chisholm	Lisa Terlingo	Christine Smialowski
Brittany Green	Talisha Garcia	Christine Eagan

19. +Motion to rescind 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
Kayla Cain	Dance Club	$409.00

20. +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
Stephanie Berenato	Dance Club	$409.00

21. 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
Megan Connelly	MS Girls Basketball

22. Motion to approve the Technology Support Observation Rubric at the recommendation of the Superintendent of Schools.

    Technology Support Rubric

23. Motion to approve the Administrative Assistant Observation Rubric as reviewed by the administration and the Audubon Education Association at the recommendation of the Superintendent of Schools.

    Administrative Assistant Rubric

Motion to Approve Items 1 through 23: D. DiFrancesco Second: M. Gatti

Roll Call

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

VOTE FOR ITEMS 1-23

Motion approved by unanimous roll call (8-0) Member Lipsky was absent. Member Cannaday abstained.

XVI. REPORTS:

XVII. HIB District Report

NOVEMBER 2025	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	299748	301680 301693 301694	4
HAS	0	0	0
APPS	0	0	0

XVIII. Special Program

Representatives:

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

XIX. Board Member Comments:

- Board Member Kuhlen asked for clarification of P1552 before 2nd reading at the next board meeting.
- Board Member B. Wilson questioned the 3rd Friday of each month being a half day and concerns of the effectiveness of the school day for students.
- Superintendent Allen will have a presentation to the Education committee to review board member Wilson's concerns.
- Board Member Kuhlen commented that the AEF Night at the Races will be in April of 2026.
- Board President Davis thanked all the board members for completing the Board Committee survey.
- Board Member Cox thanked Sandra Allen for the facebook spotlight on the topic of being a Board Member.
- Board Member S. Wilson spoke about his meeting with Senator Spearman and Junior Board representative Ryan Wynn regarding the support to continue Blue Ribbon School Recognition.
- Board Member Robinson gave a shoutout to the AHS Counselors Corner newsletter for all the information regarding trade and job opportunity.
- Board Member Kuhlen thanked Michelle Cannaday again for stepping up and sacrificing her personal time to be the Mount Ephraim representative.

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

Staff member, Jen McClellan asked the Board the following questions:

- What is the paraprofessional statement of assurance listed as an agenda item?

- Is the 26/27 School District calendar available to the public?

- Would the district be interested in sending out a survey to all staff regarding the 3rd Friday in service days?

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, February 18, 2026 at 6:30 pm in the Audubon Junior-Senior High School Media Center.

2. Motion by Mrs. DiFrancesco and seconded by Mr S. Wilson to adjourn the meeting at approximately 8:11 pm.

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

   Motion to Approve: D. DiFrancesco Second: S. Wilson

   Roll Call

X Ammie Davis	X Stephen Wilson	X Sara Kuhlen	X Michelle Cannaday
A Alison Lipsky	X Mark Gatti	X Bill Wilson	
X 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.

Deborah J. Roncace

Deborah Roncace
Business Administrator/Board Secretary

AUDUBON BOARD OF EDUCATION
WEDNESDAY, 21, 2026
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