

BOARD OF EDUCATION MEETING
AUDUBON HIGH SCHOOL LIBRARY MEDIA CENTER
WEDNESDAY, AUGUST 19, 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 Ian Reutlinger
(absent w/ notice)

A Mark Gatti
(absent w/ notice)

X Bill Wilson

SY 2025-2027

X Danielle DiFrancesco

A Allison Cox
(absent w/ notice)

X Andrea Robinson

SY 2026-2028

X Ammie Davis

X Stephen Wilson

X Sara Kuhlen

SY 2026 Mt. Ephraim Representative

A Michelle Cannaday
(absent w/ notice)

Student Representative to the Board

Apprentice Student Representative

X Ryan Wynn

___ TBD

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 (6-0) Members I.Reutlinger, M.Gatti, A.Cox, & M.Cannaday 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. DiFrancesco seconded by Mr. Wilson to adjourn closed Authorizing Executive session at 7:00pm.
Motion approved by unanimous roll call (6-0).

IV. Call Meeting to Order

V. Flag Salute

VI. Student Representatives to the Board Report

Ryan Wynn, 12th Grade

VII. Presentations:

SSDS presented by Sandra Allen

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

Superintendent Allen commented on the following:

- Thanked all the maintenance and custodial staff for all the work done over the summer.
- The APS/HAS PTA hosted an ice cream social.
- The AHS administration offered tours to all new students.
- The Administrative team continues to interview substitutes, cafeteria aides and paraprofessionals.
- The School District calendar has been adjusted for snow days and ½ day in September.
- The M.S. Field Hockey has been extended to 6th grades at Mt. Ephraim school district.

IX. Approval of Board Minutes:

1. Motion by Mrs. Kuhlen and seconded by Mrs. DiFrancesco to approve the following minutes:

July 15, 2026 Executive Session

July 15, 2026 Public Session

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

Roll Call

<u>X</u> Ammie Davis	<u>*</u> Stephen Wilson (abstained)	<u>X</u> Sara Kuhlen	<u>A</u> Michelle Cannaday
<u>A</u> Ian Reutlinger	<u>A</u> Mark Gatti	<u>X</u> Bill Wilson	
<u>*</u> Danielle DiFrancesco (abstained)	<u>A</u> Allison Cox	<u>*</u> Andrea Robinson (abstained)	

VOTE FOR ITEM 1

Motion approved by roll call (3-0-3) Members S. Wilson, D. DiFrancesco, & A. Robinson abstained. Members M. Cannaday, I. Reutlinger, A. Cox, & M. Gatti were absent.

X. Participation: (Agenda Items Only)

Public Comment:

- A resident from another town spoke on behalf of her younger sister regarding the stability of education and requested the Board to approve the continuation at Mansion Ave School.

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.

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.

XI. GOVERNANCE: Chairperson – Sara Kühlen; Committee Members – Danielle DiFrancesco, Ian Reutlinger, Michelle Cannaday; and Alternate – Andrea Robinson

MOTION TO APPROVE ITEMS 1 - 5

Motion by Mrs. DiFrancesco and seconded by Mr. S. Wilson

1. Motion to approve the first reading of the following regulation(s) as recommended by the full Governance Committee of the Board.

Regulation	Title	New/Revised
<u>2365</u>	Acceptable Use of Generative Artificial Intelligence (AI) Plan	
<u>5516</u>	Use of Electronic Communication Devices	Revised

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

Policy	Title	New/Revised
	Student Discipline/Code of Conduct <u>AHS</u>	Revised
<u>0162</u>	Notice of Board Meetings	Revised
<u>0162.01</u>	Legal Notices	New
<u>1643</u>	Family Leave	Revised
<u>2200</u>	Curriculum	Revised
<u>2365</u>	Use of Artificial Intelligence - AI	
<u>5511</u>	Dressing and Grooming	Revised
<u>5516</u>	Student Use of Internet-Enabled Devices	Revised
<u>5561</u>	Use of Physical Restraint and Seclusion Techniques for Students with Disabilities	Revised
Regulation	Title	New/Revised
2200	Curriculum Content	Abolish

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

Policy	Title	New/Revised
	Student Discipline/Code of Conduct <u>HAS</u> <u>MAS</u>	Revised

4. Motion to approve the Haviland Avenue School Parent-Guardian Handbook for the 2026-2027 school year at the recommendation of the Superintendent of Schools.

HAS Handbook

5. Motion to approve the Audubon Preschool Parent-Guardian Handbook for the 2026-2027 school year at the recommendation of the Superintendent of Schools.

APS Handbook

Motion to Approve items 1 through 5: D. DiFrancesco Second: S. Wilson

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kuhlen A Michelle Cannaday
A Ian Reutlinger A Mark Gatti X Bill Wilson
X Danielle DiFrancesco A Allison Cox X Andrea Robinson

VOTE FOR ITEM 1

Motion approved by unanimous roll call (6-0) Members M. Cannaday, I. Reutlinger, M. Gatti, & A. Cox were absent.

XII. OPERATIONS: Chairperson – Mark Gatti; Committee Members – Allison Cox, Ammie Davis, Stephen Wilson; and Alternate – Ian Reutlinger

MOTION TO APPROVE ITEMS 1 - 10

Motion by Mrs. DiFrancesco and seconded by Mr. S. Wilson

1. Board Secretary's Report in accordance with 18A: 17-36 and 18A: 17-9 for the month of June 2026. The Board Secretary certifies that no line item account has been over-expended in violation of N.J.A.C. 6A: 23A – 16.10 (c) 3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

June Board Secretary's Report

2. Cash Reconciliation Report in accordance with 18A:17-36 and 18A:17-9 for the month of June 2026. The Cash Reconciliation Report and the Secretary's reports are in agreement for the month of June 2026.

June Cash Reconciliation Report

3. Board Secretary in accordance with N.J.A.C. 6A:23A – 16.10 (c) 2 certifies that there are no changes in anticipated revenue amounts or revenue sources.
4. Board of Education Certification – pursuant to N.J.A.C. 6A:23A – 16.10 (c) 4 We certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of our knowledge, no major accounts or fund has been over expended in violation of N.J.A.C. 6A:23A – 16.10 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

- ~~5. Motion to approve line item transfers for the month of June 2026.~~

June Transfers (NO VOTING QUORUM)

6. Motion to approve the bills payable list for July 2026 in the amount of \$783,547.41 when certified.

July Bill List

7. Motion to approve the bills payable list for August 2026 in the amount of \$113,116.72 when certified.

August Bill List

8. Motion to approve LAN Associates as architect of record effective August 20, 2026 through June 30, 2027 for the 2026/2027 school year as per fee schedule on file.

LAN Associates Proposal

9. Motion to acknowledge Safety Drills conducted in July in the Elementary Schools (ESY):

Mansion Avenue School

July 13, 2026 Fire Drill
July 27, 2026 Hold

10. Motion to approve the service agreement with Athlon Inc. to provide Rallee Software to promote student health and fitness to the Audubon Public School District at no cost to the school district, effective June 13, 2026 through June 30, 2031.

Rallee Athlon Agreement

Motion to Approve Item(s) 1 through 10: D. DiFrancesco Second: S. Wilson

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kuhlen A Michelle Cannaday
A Ian Reutlinger A Mark Gatti X Bill Wilson
X Danielle DiFrancesco A Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1 - 10

Motion approved by unanimous roll call (6-0) with the exception of Item 5, that was tabled. Members M. Cannaday, I. Reutlinger, M. Gatti, & A. Cox were absent.

XIII. EDUCATION: Chairperson – Andrea Robinson; Committee Members – Bill Wilson, Danielle DiFrancesco, Sara Kuhlen and Alternate – Michelle Cannaday

MOTION TO APPROVE ITEMS 1 - 19

Motion by Mrs. DiFrancesco and seconded by Mr. S. Wilson

1. Motion to approve the issuance of written decisions affirming the Superintendent's determination regarding incident(s) reported at the June 10, 2026 meeting of the Board of Education.

School	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
AHS	309374	Confirmed HIB	

2. Approval of Attendance at Conferences and Workshops for the 2026-2027 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
Ryan Latini	APSI AP English Literature and Composition Virtual	8/10/26 - 8/13/26	\$799.00
Samantha Costill	Legal One Affirmative Action Certificate Program Virtual	Self Paced	\$600.00
Ammie Davis Allison Cox Danielle DiFrancesco Mark Gatti Sara Kuhlen Ian Ruetlinger Andrea Robinson Stephen Wilson Bill Wilson Sandra Allen Noelle Bisinger Shamus Burke James Hollander Deborah Roncace	NJSBA Workshop Conference 2026	10/19/26 - 10/22/26	\$2,300.00+ Travel

3. Motion to approve the Audubon Public School District's Virtual or Remote Instruction Plan for the 2026-2027 school year as presented.

Virtual or Remote Instruction Plan 2026-2027

4. Motion to approve the attached Audubon Jr./Sr. High School Book List for the 2026-2027 school year:

Audubon Jr./Sr. High School Book List

5. Motion to approve professional development with Handle with Care training and licensing up to 8 hours for the special education department and Child Study Team (up to 20 participants) on October 12, 2026, at a cost of \$3,300.00, excluding expenses.

Handle with Care Contract

6. Motion to approve the revised 2026-2027 Audubon Public School District Calendar. Snow day revision. Sept 4th revision.

APSD 26-27 Calendar

7. Motion to approve LDTC services as needed through the Gloucester County Special Services School District. Fee schedule attached.

GCSS Fee Schedule

8. Motion to approve the following new curriculum and revisions for the 2026-2027 school year.

<u>Applied Physical Science Curriculum</u>	<u>APSD Fundamentals of College Math</u>
<u>7th Grade ELA/WIN</u>	<u>7th Grade Math/WIN</u>

<u>Broadcasting Arts</u>	<u>Video Production</u>
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9. Motion to approve the Audubon School District K-12 Curriculum for the 2026-2027 school year:

Fine & Performing Arts
 Health & Physical Education
 English Language Arts (ELA)
 Mathematics
 Science
 Socials Studies
 Technology
 World Languages
 21st Century Life & Careers
 ESL

10. Motion to continue enrollment for student #10806 for the 26-27 school year per court order through DCP&P.

11. Motion to approve the following out of district placements for the 2026-2027 school year at the recommendation of Special Services Department:

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
3739304846	GCSSSD		4,870.00	3,980.00
8496839626	GCSSSD		4,870.00	
7395025763	GCSSSD		4,870.00	
9030517456	GCSSSD		4,870.00	
9311644887	GCSSSD		4,870.00	
2482339911	GCSSSD		4,870.00	

12. Motion to approve the Audubon Public School District Mentoring Plan 2026-2027 and for submission of the Plan to the New Jersey Department of Education.

APSD Mentoring Plan 2026-27

13. Motion to approve the Audubon Sr./Jr. High School Professional Development Plan 2026-2027 and for submission of the Plan to the New Jersey Department of Education.

AHS PDP 2026-27

14. Motion to approve the Statement of Assurance for the Audubon Public School District Mentoring Plan and Professional Development Plan for the 2026-2027 School Year.

SOA APSD Mentoring Plan & PDP 2026-27

15. Motion to approve the issuance of written decisions affirming the Superintendent's determination regarding incident(s) reported at the June 10, 2026 meeting of the Board of Education.

School	Incident Report Number	School District Findings	Board Determination (Affirm/Reject/Modify)
MAS	310527	Confirmed HIB	
MAS	310529	Confirmed HIB	

16. Motion to approve the following out of district placements for the 2026-2027 school year at the recommendation of Special Services Department:

State ID#	Placement	Tuition \$	ESY \$	Extraordinary Services \$
3927379210	GCSSSD		4,870.00	
7474173912	GCSSSD		4,870.00	3,980.00

17. Motion to approve the Audubon Preschool Professional Development Plan 2026-2027 and for submission of the Plan to the New Jersey Department of Education.

APS PDP 2026-27

18. Motion to approve the Haviland Avenue School Professional Development Plan 2026-2027 and for submission of the Plan to the New Jersey Department of Education.

HAS PDP 2026-27

19. Motion to approve the Mansion Avenue School Professional Development Plan 2026-2027 and for submission of the Plan to the New Jersey Department of Education.

MAS PDP 2026-27

Motion to Approve Item(s) 1 through 19: D. DiFrancesco Second: S. Wilson

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kuhlen A Michelle Cannaday
A Ian Reutlinger A Mark Gatti X Bill Wilson
X Danielle DiFrancesco A Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1 - 19

Motion approved by unanimous roll call (6-0) with the exception of Item 2, which all present Board Members abstained from. Members M. Cannaday, I. Reutlinger, M. Gatti, & A. Cox were absent

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

MOTION TO APPROVE ITEMS 1 - 57

Motion by Ms. Lipsky and seconded by Mr. S. Wilson

1. Motion to retroactively approve the employment contract for Deborah Roncace, Business Administrator/Board Secretary, at an annual salary of \$ 162,766.00, effective July 1, 2026 through June 30, 2027, at the recommendation of the Superintendent of Schools.

Executive County Approval letter and Contract

2. Motion to approve the first year tenure-track Technology Teacher contract for Anthony Morgan, at the Audubon Jr./Sr. High School, at Step 1, MA, (FTE 1) 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, 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

3. Motion to abolish the following position/codes and replace.

Current Position Code (To Be Abolished)	New Position Code
Computer Technology Teacher - AHS (FTE 1.00)	Cinema TV Production Teacher - AHS (FTE 1.00)
Part-Time Custodian - AHS (FTE 0.50)	Full-Time Custodian - AHS (FTE 0.50) / APS (FTE 0.50)

4. Motion to approve the following voluntary transfer and position changes effective September 1, 2026 through June 30, 2027.

Name	2026-2027 Original Position	2026-2027 Position
Denise Pooley	Evening Custodian - MAS (FTE 1.00)	Full-Time Custodian - AHS (FTE 0.50) APS (FTE 0.50)
Konstantinos Kalogiros	Evening Custodian - AHS (FTE 1.00)	Evening Custodian - MAS (FTE 1.00)

5. Motion to approve the following returning district substitute teachers, secretaries, and custodians for the 2026-2027 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Michael Abriola	Cara Gaehring	Jane Poponi
David Baldino	Dawn Gariano	Danielle Powers
Cooper Bantle	Brady Gilbert	Kevin Quinn
Leah Barnhardt	Annemarie Harris	Amber Romanowski
Cynthia Benvenuto	Annette Hartstein	Kristin Romeo
Amelia Bonczak	Kelsey Hastings	Amanda Romero
Bernadette Brogna	Randi Hultch	Nicole Rosado
Maureen Busarello	Candice Jackson	Ralph Schiavo
Keighley Calderone	Marlies Jecmen	Rhian Schofield
Lily Cameron	Robin Jones	Elizabeth Scully
Anthony Carbone	Maria Lario-Schuman	Fanourios Seindanis
Martha Cenicola	Mary Lebeau	Wilma Shakesnider
David Chambers	Raymond May	Beth Sokolic
Linda White-Chase	Laurie McCloskey	Patricia Snyder
Jacob Ciurlino	Steven McCormack	Jeremy Strong
Darian Coleman	Maria Medina	Natalie Sylvester
Meghan Connelly	Geoffrey Metzger	Stephanie Titus
Edward Cornell	Paul Mitros	Wendy VanFossen
Kelly Coulter	Emma Myers	Angela Watkins
Beth Evans-Crosby	Kelsey Niglio	Denise Watson
Mary Dempsey	Nancy O'Neill	Jessica Wells
Eleanor DiRenzo-Wyckoff	Isaac Oribabor	Patrick Williams
Kelsey Downham	Esther Ortiz	Eileen Willis
Gail Erney	Carole Phillippi	James Winters
Lillian Fareri-Wall	Michael Phillips	Paul Wisniewski
Gregg Francis	Gregory Pinckney	Elena Woolley

6. Motion to approve the following new district substitute teachers, secretaries, and custodians for the 2026-2027 school year, on an emergent basis, pending completion of all district and state requirements, at the recommendation of the Superintendent of Schools.

Peggy Cosgrove - Substitute Cafeteria Aide
Wendi Cohen - Substitute Teacher
Trent Bantle - Substitute Teacher

7. Motion to revise Julie Driscoll, LDTC, effective July 1, 2026 through August 28, 2026 to perform summer Child Study Team work, including meeting attendance at the rate of \$70 per hour and evaluations at the current evaluation rate of \$250 per evaluation, through executed timesheets, at the recommendation of

the Superintendent of Schools.

Resume and Credentials

8. Motion to authorize the following substitute bus driver(s) effective August 3, 2026 for the 2026-2027 school year with the Audubon Board of Education, with executed time sheets, at the recommendation of the Superintendent of Schools.

Name	Regular Hourly Rate	Weekend/Holiday Rate
Thomas Mulligan	\$30.00	\$45.00

9. Motion to update the following approved staff members to provide six (6) hours of new teacher support and mentoring for the 2026-2027 school year, at the non-instructional contractual rate of (\$30/hour) for a total of \$180.00 per staff member, with executed time sheets, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Shawn Clerkin	Audubon High School	Roberta Hanson-Swinney
Anthony Morgan	Audubon High School	Debbie Waite

10. Motion to approve the following mentors for the 2026-2027 school year. Novice teacher will compensate mentor as per state regulations:

Novice Teacher	School	Mentor	Timeline	Payment
Shane Adamski	Audubon High School	Dan Reed	9/1/26 - 6/15/27	\$550.00
Meghan Hatley	Audubon High School	Larae Drinkhouse	9/1/26 - 6/15/27	\$550.00
Jessica Cavanaugh	Audubon High School	Kym Stone	9/1/26 - 6/15/27	\$550.00

11. Motion to rescind the following paid fall coaching positions for the 2026-2027 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	Contractual Rate
Pat Driscoll	Football Assistant	\$6,198.00
Emily Owens	Middle School Girls Soccer	\$2,705.00

12. Motion to approve the following paid fall coaching positions for the 2026-2027 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	Contractual Rate
Luke Hoke	Football Assistant	\$6,198.00

13. Motion to approve the following Fall coaching volunteer(s) (un-paid) for the 2026-2027 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
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Trent Bantle	Boys Soccer
Pat Driscoll	Football

14. Motion to rescind the following Audubon Junior-Senior High School extracurricular contracts for the 2026-2027 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
Steve McCormack	Asst Band/March	\$3,720.43

15. Motion to approve the following Audubon Junior-Senior High School extracurricular contracts for the 2026-2027 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
Nicholas Rienstra	Web Master - AHS	
Jordyn Fingerman	Asst Band/March	\$3,720.43

16. Motion to approve the following Fall Marching Band volunteer(s) (un-paid) for the 2026-2027 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.

Steve McCormack

17. Motion to approve the following staff members to be compensated for fulfilling their duties as advisors to student independent study during the 2025-2026 school year as defined in the Audubon Junior-Senior High School Student Handbook at the rate of \$100.00 per student:

Teacher	Number of Students	Compensation
Bruce Dyer	1.00	\$100.00

18. Motion to approve the following teachers to participate in CST meetings as needed throughout the summer to be paid at the non-instructional negotiated rate of \$30 per hour.

Dante Acerbo	Nicole Allison	Dennis Bantle	Stephanie Berenato
Kim Brach	Christie Cochran	Brenda Gifford	Catherine Kolodzey
Pat Moran	Vincent Miracola	Theresa Salamone	

19. Motion to approve payment to the following certified teacher(s) for homebound instruction for student #02229. Each teacher will be compensated at the AEA negotiated rate of \$40 per hour for services provided as needed per the pending agreement.

Tricia Martel
Raquela Fine

20. Motion to approve the Evening Custodian contract for Christopher Malawski, at Audubon Jr./Sr. High School, at Step 1 (FTE 1), 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, pending the completion of all Audubon Board of Education and New Jersey Department of Education requirements, at the recommendation of the Superintendent of Schools.

21. Motion to approve the first year tenure track Mansion Avenue Principal contract for Gina Heller, effective on or about October 10, 2026 for the 2026-2027 school year in accordance with the 2024-2028 negotiated contract between the Audubon Board of Education and the Audubon Administrators Association at \$132,000.00 (prorated), 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

22. Motion to approve the first year tenure-track Preschool Teacher contract for Scarlett Patrick, for the preschool program at the Haviland Avenue School, at Step 1, BA, (FTE 1) 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, 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

23. Motion to approve the first year tenure track Instructional Paraprofessional agreement for Heather Alamia, for the preschool program at Audubon Preschool, effective 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 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.
24. Motion to approve the first year tenure track Special Education Paraprofessional agreement for Nathan Petitt, for Mansion Avenue School effective 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 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.
25. Motion to approve the first year tenure track Special Education Paraprofessional agreement for Alexandra Gouveia, for Haviland Avenue School effective 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 2, 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.
26. Motion to approve the first year tenure track Special Education Paraprofessional agreement for Kaci Draves, for Haviland Avenue School effective 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 1, Sub Cert, 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.
27. Motion to approve the Cafeteria Aide contract for Chelsea Plotts, at Mansion Avenue School effective September 1, 2026 through June 30, 2026 for the 2026-2027 school year at \$16.50 per hour, 3 hours per day, 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.
28. Motion to revise the re-appointment of the following tenured certificated personnel for the 2026-2027 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	Degree	Step	Longevity	FTE	Location
Karageorgis, Christine	BA	16	\$ 4,000.00	1	MAS - 75% AHS - 25%

29. Motion to approve the following voluntary transfer and create new position changes effective September 1, 2026 through June 30, 2027.

Name	2026-2027 Original Position	2026-2027 Position
Lisa McLaughlin	Special Ed Paraprofessional - HAS (0.87)	Special Ed Paraprofessional - MAS (0.87)
Edward Downs	Special Ed Paraprofessional - MAS (0.87)	Special Ed Paraprofessional - AHS (0.87)

30. Motion to rescind the request from employee #1726 to invoke a Family and Medical Leave of Absence, effective August 5, 2026 through September 16, 2026, at the recommendation of the Superintendent of Schools.

August 5, 2026 through September 16, 2026 FMLA Leave (6 Weeks)

August 5, 2026 through September 16, 2026 Paid Leave (35 sick days)

31. Motion to approve the request from employee #84 to invoke a Family and Medical Leave of Absence, effective August 21, 2026 through November 16, 2026, at the recommendation of the Superintendent of Schools.

August 21, 2026 through November 16, 2026 FMLA Leave (12 Weeks)

September 1, 2026 through November 16, 2026 Paid Leave (51 sick days)

32. Motion to authorize the re-appointment of the following cafeteria aides for the 2026-2027 school year, 3 hours/day on lunch served school days, at the recommendation of the Superintendent of Schools.

Name	School	Hourly Rate
Bilson, Geraldine	HAS Cafeteria	\$17.00
Coombs, Esther	HAS Cafeteria	\$17.50
DiVincenzo, Constance	HAS Cafeteria	\$18.00
Klein, Mary P	HAS Cafeteria	\$17.50
Scarborough, Roseann	HAS Cafeteria	\$17.25
Holmes, Elaine	MAS Cafeteria	\$18.00
Mammoccio, Michelle	MAS Cafeteria	\$17.00
McAndrews, Elaine	MAS Cafeteria	\$17.25
Vona-Way, Debra	MAS Cafeteria	\$17.50

33. Motion to authorize the re-appointment of the following KEYS employees for the 2026-2027 school year, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, at the recommendation of the Superintendent of Schools

NAME	SCHOOL	HOURLY RATE	TITLE
Bryszewski, Hannah	HAS/MAS	\$16.25	Caregiver

Bunnell, Skylar	HAS/MAS	\$16.50	Caregiver
Ferrell, Anna Marie	HAS/MAS	\$19.00	Caregiver
Gilbrook, Janine	HAS/MAS	\$20.25	Caregiver
Goff, Susan	HAS/MAS	\$20.25	Caregiver
Lee, Alexa	HAS/MAS	\$16.50	Caregiver
Lenny, Rebecca	HAS/MAS	\$20.25	Caregiver
Masciantonio, Sandra	HAS/MAS	\$20.25	Caregiver
Straub, Brooklyn	HAS/MAS	\$15.92	Caregiver
Willms, Madison	HAS/MAS	\$16.00	Caregiver
Green, Brittany	HAS/MAS	\$15.92	Substitute Caregiver
Chisholm, Melissa	HAS/MAS	\$21.25	Substitute Coordinator

34. Motion to approve Sarah Urban as a part-time KEYS Program Coordinator, \$25.25 per hour, with executed time sheets, not to exceed 29.5 hours per week, not to include benefits, effective September 1, 2026 through June 30, 2027, as recommended by the Superintendent of Schools.
35. Motion to update the following approved staff members to provide six (6) hours of new teacher support and mentoring for the 2026-2027 school year, at the non-instructional contractual rate of (\$30/hour) for a total of \$180.00 per staff member, with executed time sheets, at the recommendation of the Superintendent of Schools.

New Teacher	School/Subject	Mentor
Amy Phillips	Mansion Avenue School	Kelly Miller

36. Motion to approve the following mentors for the 2026-2027 school year. Novice teacher will compensate mentor as per state regulations:

Novice Teacher	School	Mentor	Timeline	Payment
Natalie Weaver	Mansion Avenue School	Erica Cavanaugh	9/1/26 - 6/15/27	\$550.00
Scarlett Patrick	Preschool program at HAS	Cherie McNellis	9/1/26 - 6/15/27	\$550.00

37. Motion to approve the following Elementary School extracurricular contracts for the 2026-2027 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
Ashley Johnson	Book Club - HAS (½ stipend)	\$775.71
Jordan Daminger	Book Club - HAS (½ stipend)	\$775.72
Shelley Chester	Instructional Council	\$2,085.43

38. Motion to rescind the approved following Breakfast Proctor(s) for the 2026-2027 school year; morning breakfast duty for a total stipend of \$1,250.00, at the recommendation of the Superintendent of Schools.

Stephanie Berenato - Mansion Avenue School

39. Motion to approve the following Breakfast Proctor(s) for the 2026-2027 school year; morning breakfast duty for a total stipend of \$1,250.00, at the recommendation of the Superintendent of Schools.

Kelly Voll - Mansion Avenue School

40. Motion to rescind Erica Cavanaugh to prepare and present at New Hire Orientation on August 25, 2026 & August 26, 2026 to be paid up to twelve (12) hours at the non-instructional rate of \$30.00 per hour, with executed timesheets, at the recommendation of the Superintendent of Schools.

41. Motion to approve the following staff member(s) for the Preschool Intervention & Referral Service Team (PIRT) at the Audubon Preschool for the 2026-2027 school year. The team will meet outside the school day as scheduled. It will be paid at the non-instructional negotiated rate (\$30/hour) for up to 2 meetings per month per team member, with executed time sheets, at the recommendation of the Superintendent of Schools.

Linda Rizzo

42. Motion to approve the following staff member(s) as Lego Club Advisor(s) at Haviland Avenue School for the 2026-2027 school year, at a stipend rate of \$1350. Compensation for duties will be paid in two equal installments on January 15, 2027 and June 15, 2027, at the recommendation of the Superintendent of Schools.

Chelsea Rohner

43. Motion to approve the following staff member(s) as Yoga/Mindfulness Club Advisor(s) at Haviland Avenue School for the 2026-2027 school year, at the stipend rate of \$1350. Compensation for duties will be paid in two equal installments on January 15, 2027 and June 15, 2027, at the recommendation of the Superintendent of Schools.

Jordan Daminger

44. Motion to approve the following staff member(s) as Green Hornets/Gardening Club Advisor(s) at Haviland Avenue School for the 2026-2027 school year, at a stipend rate of \$1350 each. Compensation for duties will be paid in two equal installments on January 15, 2027 and June 15, 2027, at the recommendation of the Superintendent of Schools.

Diebra Newman	Lisa Kappel
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45. Motion to approve the following staff member(s) as Interact Club Advisor(s) at Haviland Avenue School for the 2026-2027 school year, at a stipend rate of \$1350. Compensation for duties will be paid in two equal installments on January 15, 2027 and June 15, 2027, at the recommendation of the Superintendent of Schools.

Theresa Zizak

46. Motion to approve the following staff member(s) as Art Club Advisor(s) at Haviland Avenue School for the 2026-2027 school year, at the stipend rate of \$1,551.43. Compensation for duties will be paid in two equal installments on January 15, 2027 and June 15, 2027, at the recommendation of the Superintendent of Schools.

Nancy Scully

47. Motion to approve the Mansion Avenue School Musical for the 2026-2027 school year for students in grades 4 through 8, at the recommendation of the Superintendent of Schools.

48. Motion to approve the following staff members to the Audubon Jr./Sr. High School SCIP committee for the 2026-2027 school year, up to 2 hours per staff member per year at the non-instructional rate (\$30/hour) with executed time sheets, not to exceed \$60.00 per staff member, at the recommendation of the Superintendent of Schools.

Amy Wiltsey

49. Motion to revise the following administrative assistant staff member(s) to complete duties as assigned and pre-approved by their direct supervisor for up to 75 hours at their contractual hourly rate from July 1, 2026 through August 31, 2026 with executed time sheets:

a. Administrative Assistant to the Assistant Principal - Jill Greway

50. Motion to approve 6th graders from Mansion Avenue School and R.W. Kershaw Middle School to participate in Middle School Field Hockey for the 2026-2027 school year.

51. Motion to accept the letter of resignation, effective July 15, 2026, from Emily Owens, from the Audubon Preschool.
52. Motion to approve the first year tenure track Special Education Paraprofessional agreement for Denise Winters, for Haviland Avenue School effective 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 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.
53. Motion to approve the first year tenure track Special Education Paraprofessional agreement for Amna Sadiq, for the preschool program at Audubon Preschool effective 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 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.
54. Motion to approve the first year tenure track Instructional Paraprofessional agreement for Ayesha Khattak, for the preschool program at Audubon Preschool, effective 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 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.
55. Motion to approve Erica Cavanaugh to prepare and present at New Hire Orientation on August 25, 2026 & August 26, 2026 to be paid up to twelve (12) hours at the non-instructional rate of \$30.00 per hour. with executed timesheets, at the recommendation of the Superintendent of Schools.
56. Motion to rescind the following staff member(s) to provide a Special Education Paraprofessional training workshop prior to the start of the 2026-2027 school year, at the AEA-negotiated rate of \$60 for 2 hours of preparation and \$60 for 1 hour of presentation.

Name	Preparation Hours	Presentation Hours	Total Payment
Carrie Figueroa	3 hours (\$90.00)	2 hours (\$120.00)	\$210.00
Melissa Falkowski	3 hours (\$90.00)	2 hours (\$120.00)	\$210.00

57. Motion to approve the following staff member(s) to provide a Special Education Paraprofessional training workshop prior to the start of the 2026–2027 school year on a voluntary, unpaid basis.

Carrie Figueroa	Melissa Falkowski
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Motion to Approve Item(s) 1 through 57: D. DiFrancesco Second: S. Wilson

Roll Call

X Ammie Davis X Stephen Wilson X Sara Kühlen A Michelle Cannaday
A Ian Reutlinger A Mark Gatti X Bill Wilson
X Danielle DiFrancesco A Allison Cox X Andrea Robinson

VOTE FOR ITEMS 1 -57

Motion approved by unanimous roll call (6-0) Members M. Cannaday, I. Reutlinger, M. Gatti, & A. Cox were absent.

XV. REPORTS:**XVI. HIB District Report**

July 2026	BULLYING INCIDENTS REPORT		
SCHOOL	Confirmed HIB	Non-HIB	Total
AHS	0	0	0
MAS	0	0	0
HAS	0	0	0
APPS	0	0	0

XVII. 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, Ian Reutlinger
- C. **Audubon Education Foundation:** Sara Kuhlen
alt: Ian Reutlinger, 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:** TBD
members: Allison Cox, Ammie Davis, Bill Wilson

XVIII. Board Member Comments:

- Board Member S. Wilson acknowledged Board Member Kuhlen for stepping up and taking over as Governance chair.
- Business Administrator Roncace commented on the online payment system for the KEYS program and the online application for the free and reduced lunch forms.
- Board Member B. Wilson questioned agenda item #8 under Education in regards to the WIN curriculum.
- Board Member Kuhlen questioned the rescindings, and re-appointments in Human Resources agenda items.
- Board Member D. DiFrancesco updated events in shared Google Drive for community outreach.
- Board Member Kuhlen commented on the AEF's first meeting will be on 9/14/26
- Board Member S. Wilson attended the HAS ice cream social.
- Board President A. Davis congratulated Ms. Heller on her new position at Mansion Avenue School.

XIX. 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.

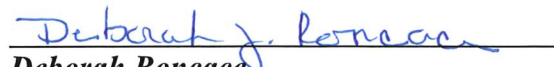
XXI. ADJOURNMENT

1. The next meeting of the Board of Education is scheduled for Wednesday, September 16, 2026 at 7:00 pm in the Audubon Junior-Senior High School Media Center.
2. Motion to adjourn meeting at approximately 8:16 pm.

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

X Ammie Davis X Stephen Wilson X Sara Kuhlen A Michelle Cannaday
A Ian Reutlinger A Mark Gatti X Bill Wilson
X Danielle DiFrancesco A 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 Roncace
Business Administrator/Board Secretary