



Mountain Lakes School District
96 Powerville Road, Suite 1
Mountain Lakes, New Jersey 07046
Phone: 973-334-8280 Fax: 973-334-2316
www.mlschools.org

NOTICE

The Regular Meeting of the Mountain Lakes Board of Education will be held on
Monday, November 21, 2022 at 6:30 p.m. at Mountain Lakes High School,
96 Powerville Road, Mountain Lakes, New Jersey

Alex Ferreira,
School Business Administrator / Board Secretary

AGENDA

STATEMENT OF ADEQUATE NOTICE

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Mountain Lakes Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Mountain Lakes Municipal Building and sent to the following newspapers: *The Daily Record, The Citizen, and the District Website.*

PLEDGE OF ALLEGIANCE

Board President, Mrs. Barkauskas will lead those present in the Pledge of Allegiance

ROLL CALL

Board Member	Present	Absent
Dr. Don		
Dr. Driscoll		
Dr. Hirschfeld		
Ms. Leininger		
Mr. LeVar		
Ms. Lewis		
Dr. McIntyre		
Mrs. Parker (<i>Vice President</i>)		
Mrs. Tucker		
Mrs. Barkauskas (<i>President</i>)		

Also present: Mr. Michael Fetherman, Mr. Alex Ferreira, Mrs. Ivonne Ciresi

EXECUTIVE SESSION

BE IT RESOLVED, that the Mountain Lakes Board of Education enter into Executive Session was made by _____ and seconded by _____, that the Board of Education adopt the following resolution.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 21st day of November, 2022 at _____ p.m. as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion:

Matters of personal confidentiality rights, including but not limited to staff and/or student discipline matters, and specifically:

2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies. Although the Board cannot guarantee it, the length of the Executive Session is estimated to be _____ minutes after which the public meeting of the Board shall reconvene and proceed with business. Action _____ take place.

3. This resolution shall take effect immediately.

MOTION, to leave executive session at _____ was made by _____ and seconded by _____.

The motion was approved _____ and the Board returned to public session at _____.

STUDENT GOVERNMENT REPORT

MOUNTAIN LAKES SCHOOL DISTRICT STUDENT COMMENT

COMMENTS AND REQUESTS FROM THE MLEA PRESIDENT

PRESENTATIONS

Arts Recognition

Entrepreneurship Program

BOARD PRESIDENT REPORT

SUPERINTENDENT / ASSISTANT SUPERINTENDENT UPDATE

SCHOOL BUSINESS ADMINISTRATOR UPDATE

APPROVAL OF MINUTES

COMMENTS AND REQUESTS FROM THE MEMBERS OF THE PUBLIC ON AGENDA ITEMS

Public comment is set aside for the Board to hear feedback and questions from members of the public. The Board will take all comments and suggestions from the public into consideration. If you have more than one question, we request that all questions are asked within the time provided, as Public Comment is not intended for back and forth dialogue. If the Board is unable to answer your question(s) at this time, we will explain when and in what format the answer(s) will be communicated.

We request that you limit your questions or comments to 3 minutes and present all questions within those 3 minutes. Please state your name and address for the record. The Board appreciates and thanks you for your attendance and participation in our meeting.

COMMUNICATIONS

BOONTON TOWNSHIP REPORT

COMMITTEE REPORTS

2022 COMMITTEES

<p><u>Curriculum, Instruction & Assessment</u> James Hirschfeld (Chair) Aruni Don Tricia Lewis Lauren Silva McIntyre</p>	<p><u>Facilities</u> Erinn Tucker (Chair) Meghan Leininger Jennifer Parker Lauren Silva McIntyre</p>	<p><u>Finance</u> Kevin Driscoll (Chair) James Hirschfeld Tricia Lewis Lauren Silva McIntyre</p>
<p><u>Personnel</u> Aruni Don (Chair) Joanne Barkauskas James Hirschfeld Jennifer Parker</p>	<p><u>Policy</u> Jennifer Parker (Chair) Kevin Driscoll Tricia Lewis</p>	<p><u>Special Education</u> Meghan Leininger (Chair) Aruni Don Tricia Lewis Erinn Tucker</p>
<p><u>Negotiations (Special Committee)</u> Kevin Driscoll (Chair) Jennifer Parker Erinn Tucker</p>	<p><u>Long Range Planning (Special Committee)</u> Lauren Silva McIntyre Joanne Barkauskas Meghan Leininger Jonathan LeVar</p>	

LIAISON REPORTS

2022 LIAISONS

<p><u>Home and School</u> Lauren Silva McIntyre</p>	<p><u>Recreation Commission</u> Meghan Leininger</p>
<p><u>ML Education Foundation (MLEF)</u> Erinn Tucker</p>	<p><u>Borough Communications</u> Vacant</p>
<p><u>ML Friends of the Arts (FOTA)</u> Meghan Leininger</p>	<p><u>Traffic & Safety (Borough)</u> Jennifer Parker</p>
<p><u>ML Alumni Association (MLAA)</u> Erinn Tucker</p>	<p><u>NJ School Boards Delegate</u> Aruni Don</p>
<p><u>Safety and Security</u> Joanne Barkauskas</p>	<p><u>Representative to the County NJSBA</u> Aruni Don</p>
	<p><u>Sound Start Babies Foundation</u> Meghan Leininger</p>

REPORT AND RECOMMENDATIONS OF THE SCHOOL BUSINESS ADMINISTRATOR / BOARD SECRETARY

A. FINANCE

1. Presentation of Bills

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following bills list and check journals as of October 31, 2022 – October 31, 2022, as recommended by the Superintendent*:

Fund	Amount
General Fund (10)	\$18,390
Special Revenue Fund (20)	N/A
Capital Project Fund (30)	N/A
Debt Service Fund (40)	N/A
Cafeteria Account Fund (60)	N/A
Payroll	N/A
Total	\$18,390

2. Budget Transfers

BE IT RESOLVED, that the Mountain Lakes Board of Education approve and authorize the School Business Administrator / Board Secretary’s action of making budgetary transfers pursuant to the attached September Transfer Report, as recommended by the Superintendent.*

3. Treasurer’s Report

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Treasurer’s Reports for the month ending September, as recommended by the Superintendent.*

4. Board Secretary’s Report

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Board Secretary’s Report for the month ending September, as recommended by the Superintendent.*

5. Solid Waste and Recycling

BE IT RESOLVED, that the Mountain Lakes Board of Education approve a shared service with the Borough of Mountain Lakes for the purposes of providing solid waste and recyclable material collection services pursuant to the bids received by the Borough of Mountain Lakes on September 14, 2022, at a not to exceed cost of \$50,000 annually for solid waste and \$50,000 annually for recycling, as recommended by the Superintendent.

6. Medical Insurance Premiums

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the annual Medical Insurance Premiums for calendar year 2023, as recommended by the Superintendent.

Coverage	NJEHP Horizon PPO	GSTHP Aetna PPO	Legacy Plan Horizon Direct 10	Legacy Plan Horizon Direct 15
Single	\$10,762	\$8,456	\$11,863	\$11,293
Employee + Spouse	\$21,524	\$16,911	\$23,726	\$22,587
Family	\$30,780	\$24,183	\$33,928	\$32,299
Employee + Children	\$20,017	\$15,727	\$22,065	\$21,006
Adult Child Rate	\$9,441	\$7,417	\$10,406	\$9,907

7. Dental Insurance Premiums

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the annual Dental Insurance Premiums for calendar year 2023, as recommended by the Superintendent.

Coverage	Delta Dental Super Composite
Composite	\$1,313.16

8. Nonresident Tuition

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following enrollment changes, as recommended by the Superintendent:

Action	Student ID	School-Program	Start Date	End Date	Tuition	Extra Services
New	IBB-1	Lake Drive Itinerant	11/7/2022	6/23/2023	\$4,930.00	
New	IBB-2	Lake Drive Itinerant	11/7/2022	6/23/2023	\$1,360.00	
Change	6563	Lake Drive Regular	8/31/2022	10/31/2022		-\$26,784.69
Terminate	3215	Lake Drive Regular	8/31/2022	10/21/2022	-\$64,564.48	-\$29,124.04

9. Donations / Grant

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following donations / grants, as recommended by the Superintendent:

To	From	Reason	Amount
Deaf Academic Bowl Team - LD	Valley Stream Veterans of Foreign War Post 1790	Academic Bowl Trip to Kentucky School for the Deaf	\$500.00
Deaf Academic Bowl Team – LD	Aero Snow – Newark Airport	Academic Bowl Trip to Kentucky School for the Deaf	\$750.00

10. Travel / Conferences Expenditures A

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following staff members to attend training and conferences in accordance with Policy 6471, as recommended by the Superintendent.

Name / ID	Location	Date	Event Name	Cost
DISTRICT				
Ciresi, Ivonne	Columbus, OH	1/28 - 1/31/23	LitCon National K-8 Literacy & Reading Recovery Conference	\$1,625
Durkin, Rich	Atlantic City, NJ	12/6 - 12/8/22	NJ Turf Expo	\$654.50
Gregory, Anne	Virtual	12/8 & 12/9/22	Leading a Dynamic Counseling Program	\$300
Snowden, Gilbert	Atlantic City, NJ	12/6 - 12/8/22	NJ Turf Expo	\$654.50
IH/WW/BC				
Azar, Beth	East Hanover, NJ	12/7/22	Improving School Culture and Climate for Students and Staff	\$0
Azar, Beth	Columbus, OH	1/28 - 1/31/23	LitCon National K-8 Literacy & Reading Recovery Conference	\$1,655
Klein, Lauren	Morristown, NJ	10/27/22	Math Marathon (Morris County Gifted and Talented Consortium) - Presenter	\$0
Murphy, Allison	Morristown, NJ	10/27/22	Math Marathon (Morris County Gifted and Talented Consortium) - Presenter	\$0
Shaffer, Deliriz	Morristown, NJ	10/27/22	Math Marathon (Morris County Gifted and Talented Consortium) - Presenter	\$0
Zielinski, Staci	East Hanover, NJ	12/7/22	Improving School Culture and Climate for Students and Staff	\$0

B. MISCELLANEOUS

11. Board Policies

BE IT RESOLVED, that the Mountain Lakes Board of Education approve and adopt the below polices for presentation for second reading, as recommended by the Superintendent:*

Action	Policy Number	Policy Alert	Title	First Reading	Second Reading
Revised	2415.50	227	Title I – Lake Drive Title I – School Parent and Family Engagement	11/7/2022	11/21/2022
Revised	5512	N/A	Harassment, Intimidation, and Bullying	11/7/2022	11/21/2022

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

12. Appointments / Amendments/ Resignations / Rescission / Retirements / RIF's Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following appointments, amendments, resignations, rescissions, retirements and RIFs, for all regular employees with base pay, be approved, as recommended by the Superintendent:*

Name	Action	UPC	Position	Location	FTE	Degree/ Step	Rate of Pay	Start Date	Term Date
DISTRICT									
Caniglia, Francine	Transfer	SPS-LR-AID-U29-01	Paraprofessional - P/T	From BC to LD	.97	Step 9	\$22,603.30	11/01/22	6/30/23
DeGenaars, Gioia	Appointment	TCH-HS-SCI-04	Teacher	MLHS	1.0	BA/Step 14	\$80,005 (pro-rated)	1/2/23 (pending paperwork)	6/30/23
Ferreira, Alexandre	Revised Appointment	ADM-DIST-BA-01	School Business Administrator	DW	1.0		\$168,980	7/1/22	6/30/23
IH/WW/BC									
Ludlow, Amy	Appointment		School Nurse	BC	1.0	BA/Step 15	\$84,505 (pro-rated)	1/2/2023 (pending paperwork)	6/30/23

13. Leaves of Absence

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following leaves of absence, as recommended by the Superintendent:

ID#	Action	UPC	Position	Location	FTE	Degree/ Step	Rate of Pay	Start Date	Term Date
DISTRICT									
5279	Leave of Absence (utilizing sick days)		Paraprofessional – P/T	LD	0.97	Step 6	\$19,913.95	11/22/2022	12/19/2022

14. Athletics / Extra Services (Schedule B) Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following additional compensation, for all extra earnings under the contract, as recommended by the Superintendent.*

Name	Action	UPC	Position	Location	FTE	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT									
Doniloski, Jason	Appointment		Head Baseball Coach	MLHS		Step 4	\$7,806	3/15/23	6/5/23
Gomes, Giselle	Revise Appointment		Forensics (Debate) Club	MLHS		Step 3	\$3,825	8/29/22	6/30/23
Kashulines, Peter (OD)	Appointment		Weight Room - Winter	MLHS		Step 4	\$3,096	11/21/22	3/15/23
IH/WW/BC									
Hussein, Amal	WW		Math Olympiad Advisor	WW		Step 1	\$1,020	8/29/22	6/30/23

15. Additional Compensation

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following additional compensation, for extra earnings not listed in contract, as recommended by the Superintendent:

Name	Action	UPC	Position	Location	FTE	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT									
Bongiorno, Paul	Appointment	SPT-HS-AT-01	Athletic Trainer – Extra Hours	MLHS	1.0	MA/Step 12	Hourly Rate (Not to exceed 45 hrs.)	8/29/22	6/30/23
Ciresi, Ivonne	Appointment	ADM-DIST-ASUP-01	Assistant Superintendent	DW	1.0		\$4,250	8/22/22	6/30/23
Ferreira, Alexandre	Appointment	ADM-DIST-BA-01	District Wide School Safety Plan Development	DW	1.0		\$1,000	7/1/22	6/30/23
Vecchio, Christine	Additional Section	TCH-HS-CST-09	ICS Teacher (4940)	MLHS	1.2	MA +30/ Step 15	\$113,424 (pro-rated)	10/17/22	11/24/22

16. Substitutes, Volunteers and Intern Appointments

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following appointments, as recommended by the Superintendent:

Name	Action	UPC	Position	Location	FTE	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT									
Binz, Melissa	Appointment		Volunteer	DW				8/31/22	6/30/23
D'Alessio, Caitlyn	Appointment		Intern (Speech Language Extern)	LD				1/23/23 (5 dys/wk) (pending paperwork)	5/12/23

Datilus, Theodorine	Appointment		Intern (Speech Language Extern)	MLHS				1/17/23 (3 dys/wk) (pending paperwork)	5/12/23
Ferdico, Pearl	Appointment		Volunteer	DW				8/31/22	6/30/23
Frank, Ronald	Appointment		Substitute	DW			Per BOE approved Substitute Rate Table	12/6/22 (or sooner, pending certification)	6/30/23
Glander, Kelly	Appointment		Substitute	DW			Per BOE approved Substitute Rate Table	11/22/22	6/30/23
Hongmei, Wan	Appointment		Volunteer	DW				8/31/22	6/30/23
Ludlow, Amy	Appointment		Substitute	DW			Per BOE approved Substitute Rate Table	12/6/22 (or sooner, pending paperwork)	1/1/23
Moor, Ben	Appointment		Volunteer	DW				8/31/22	6/30/23
Tavakkol, William	Appointment		Volunteer - Wrestling	MLHS				11/20/22	3/15/22

17. Tuition Reimbursement

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following course(s) for tuition reimbursement when the course has been completed and the transcripts received by the Superintendent's office, as recommended by the Superintendent:

Name	College/University	Course Title / #	Credits
DISTRICT			
Suarez, Jennifer	Walden University	Creating an Effective Classroom Learning Environment (Accelerating)	3

B. CURRICULUM / SPECIAL SERVICES

18. Field Trips Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following field trips for the 2021-2022 school year, as recommended by the Superintendent:

School	Destination	Reason	Date
DISTRICT			
MLHS	Morris Plains, NJ	Region Concert Band Festival	3/22/23
IH/WW/BC			
BC	Darien, CT	Charter Oak Quiz Bowl Tournament	12/10/22
WW	Morristown, NJ	STEM/STEAM Adventures (NJ Consortium for Gifted & Talented Programs)	12/1/22
WW	Morristown, NJ	NJ Consortium for Gifted & Talented Programs Spelling Bee	1/12/23
WW	Morristown, NJ	NJ Consortium for Gifted & Talented Programs Learning Carnival	3/23/23
BC	Mountain Lakes, NJ	District Choir Festival	12/16/22

19. MLHS Code of Conduct

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the MLHS Student Code of Conduct for the 2022-2023 school year, as recommended by the Superintendent.*

20. District Curriculum Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the revised curriculum for the district, as recommended by the Superintendent:

District Curriculum			
Project Number	Department	Subject/Course/Grade	Level
1	Business	Introduction to Business (formerly Intro to Entrepreneurship)	High School
2	Business	Entrepreneurship (formerly Entrepreneurship 3)	High School
3	ELA	Creative Writing and Spoken Word	High School
4	ELA	Journalism in the Digital Age	High School
5	Social Studies	Criminal Justice System in Modern America Honors	High School
6	Social Studies	Legends, Myths and Folklore in History	High School
7	Social Studies	Personal and Business Law	High School
		AP Classes (College Board Syllabi)	Level
8	Computer & Technology	AP Computer Science A	High School
9	Computer & Technology	AP Computer Science Principles	High School
10	ELA	AP English Language and Composition	High School
11	ELA	AP Seminar	High School
12	ELA	AP Research	High School
13	ELA	AP English Literature	High School
14	Mathematics	AP Calculus A/B	High School
15	Mathematics	AP Calculus B/C	High School
16	Mathematics	AP Statistics	High School
17	Science	AP Biology	High School
18	Science	AP Chemistry	High School
19	Science	AP Environmental Science	High School
20	Science	AP Physics 1	High School
21	Science	AP Physics 1	High School
22	Science	AP Physics 2	High School
23	Science	AP Physics C	High School
24	Social Studies	AP European History	High School
25	Social Studies	AP U.S. History 2	High School
26	Social Studies	AP World History	High School
27	Social Studies	AP Micro/Macro Economics	High School
28	Social Studies	AP United States Government and Politics	High School
29	Visual & Performing Arts	AP Art History	High School
30	Visual & Performing Arts	AP Music Theory	High School

31	Visual & Performing Arts	AP Studio Art	High School
32	World Language	AP Spanish Language	High School
33	World Language	AP French 5	High School
IH/WW/BC Curriculum			
Project Number	Department	Subject/Course/Grade	Level
34	Gifted Education	Gifted and Talented 6-8	Middle School
35	Physical Education	Physical Education 6-8	Middle School
36	Visual & Performing Arts	Film Production	Middle School
37	Social Studies	Social Studies 8	Middle School

C. MISCELLANEOUS

21. Harassment, Intimidation and Bullying Incident Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education affirm and adopt the Superintendent’s decision and findings for the Harassment, Intimidation and Bullying incident Case #001-2223-WW reported on November 7, 2022, and discussed in Executive Session, as recommended by the Superintendent.

UNFINISHED BUSINESS

NEW BUSINESS

PENDING LEGISLATION

COMMENTS AND REQUESTS FROM THE PUBLIC

EXECUTIVE SESSION

MOTION to enter into Executive Session was made by _____ and seconded by _____, that the Board of Education adopt the following resolution.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 21st day of November, 2022 at _____p.m. as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion:

Matters of personal confidentiality rights, including but not limited to staff and/or student discipline matters, and specifically:

2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies. Although the Board cannot guarantee it, the length of the Executive Session is estimated to be _____ minutes after which the public meeting of the Board shall reconvene and proceed with business. Action _____ take place.

3. This resolution shall take effect immediately.

MOTION, to leave executive session at _____ was made by _____ and seconded by _____
The motion was approved _____ and the Board returned to public session at _____.

ADJOURNMENT

MOTION to adjourn the meeting at _____ was made by _____ and seconded by _____.

Δ Indicates matters not relating to MLHS, the Boonton Township district Representative of the Board of Education will refrain from voting on such matters, pursuant to Board Policy 0141.2.

** Indicates a motion/resolution will have supporting documentation*

2022-2023 District Goals

Goal Area	Goal Statement
Ensuring the Success of All Students	Create a learning environment and programs that provide a solid foundation for all and that supports students of all abilities and interests to achieve their potential in whatever learning path suits them best.
Ensuring the Success of All Staff	Develop and maintain an environment that values and empowers all staff which will lead to passionate educators who feel supported in their positions.
Supporting the Whole Child	To create a safe/nurturing, supportive, and healthy environment where collaboration and diversity are encouraged and celebrated for inclusive learning both within and outside the walls of the classroom.
Finance/Infrastructure/ Technology	Increase revenue, decrease/manage costs, and balance the budget by collaborating with stakeholders and local and state resources.
Strong Family/School/ Community Partnerships	To foster meaningful relationships between school, family, and community that promotes a sense of unity, tradition, and shared responsibility for enriching the lives of all community members.

2022-2023 Board Goals

Board Goal	Committee Support
Development of a sustainable comprehensive budget that supports the district's goals/priorities, short and long-term facility needs, and strengthens the district's financial position.	Finance, Facilities
To support and provide for the implementation of the districtwide five-year strategic plan.	Will assign to align with Strategic Plan action steps
To enhance the support, celebration, and recognition of the contributions and accomplishments of district staff and students.	Curriculum, Personnel, Special Services
To enhance the accountability and transparency of the accomplishment of Board goals through the development/monitoring of action plans and a quarterly reporting of progress.	Full Board