



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 Thursday, January 4, 2024 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 (www.mlschools.org)*.

PLEDGE OF ALLEGIANCE

Board Secretary, Mr. Ferreira will lead those present in the Pledge of Allegiance

CERTIFICATION OF ANNUAL ELECTION – REPORT OF BOARD SECRETARY

BE IT FURTHER RESOLVED, that the Mountain Lakes Board of Education have the Statement of Determination, dated November 20, 2023, of the 2023 School Election as certified by the Morris County Board of Elections made part of the annual organization meeting minutes.

THREE-YEAR TERM (3)

Total Votes

Tom Chiang, Jr.	661
Sara Forman	710
Jennifer Parker	679
Write-ins	71

OATH OF OFFICE

Board Secretary administers Oath to newly elected Board Member:

Tom Chiang, Jr.
Sara Forman
Jennifer Parker

ROLL CALL

Board Member	Present	Absent
Mr. Chiang, Jr.		
Dr. Don		
Mrs. Forman		
Mrs. Hermey		
Dr. Hirschfeld		
Ms. Leininger		
Dr. McIntyre		
Mrs. Parker		
Mrs. Tucker		
Mrs. Barkauskas		

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

ELECTION OF OFFICERS

Board President

Nomination of President:

RESOLVED, to nominate _____ for President.

Additional Nominees:

RESOLVED, to close nomination for President and call for a roll call vote. Discussion or comments.

At this time in the meeting the newly elected President will immediately assume the position.

Board Vice President

Nomination of Vice President:

RESOLVED, to nominate _____ for Vice President.

Additional Nominees:

RESOLVED, to close nomination for Vice President and call for a roll call vote. Discussion or comments.

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 4th day of January, 2024 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 may 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

BOARD PRESIDENT REPORT

- Mountain Lakes / Boonton Township Send Receive Agreement Update

SUPERINTENDENT / ASSISTANT SUPERINTENDENT UPDATE

SCHOOL BUSINESS ADMINISTRATOR UPDATE

APPROVAL OF MINUTES

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

Date	Minutes
December 11, 2023	Regular and Executive Session 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

LIAISON REPORTS

REPORT AND RECOMMENDATIONS OF THE SCHOOL BUSINESS ADMINISTRATOR / BOARD SECRETARY

A. REORGANIZATION

1. Code of Ethics for School Board Members

BE IT RESOLVED, that the Mountain Lakes Board of Education adopts the Code of Ethics for School Board members, as recommended by the Superintendent:

A School board member shall abide by the following Code of Ethics for School Board Members: (each member reads one aloud)

- a. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.
- b. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
- c. I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
- d. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
- e. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.
- f. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
- g. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.
- h. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- i. I will support and protect school personnel in the proper performance of their duties.
- j. I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

2. School Board Recognition Month

- WHEREAS, The New Jersey School Boards Association has declared January 2024 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school board members; and
- WHEREAS, The Mountain Lakes Board of Education is one of 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and
- WHEREAS, The Mountain Lakes Board of Education embraces the goal of high-quality education for all New Jersey public school students; and
- WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and
- WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and
- WHEREAS, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and
- WHEREAS, Boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and
- WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments; Now, therefore, be it
- RESOLVED, That Mountain Lakes Board of Education, does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2024 as School Board Recognition Month; and be it further
- RESOLVED, That Mountain Lakes Board of Education urges all New Jersey citizens to work with their local boards of education and public school staffs toward the advancement of our children's education, as recommended by the Superintendent.

3. Morris County School Boards and New Jersey School Boards

BE IT RESOLVED, that the Mountain Lakes Board of Education approves the appointment to Morris County School Boards Association and New Jersey School Boards Association, move that the President be directed to appoint a Delegate and an Alternate to the Morris County School Boards Association and the New Jersey School Boards Association, as recommended by the Superintendent.

4. Parliamentary Procedures

BE IT RESOLVED, that the Mountain Lakes Board of Education adopt Robert's Rules of Order as the official parliamentary procedure manual to be used to conduct meetings and appoint the board secretary and the board attorney to act as the parliamentarians for the 2024 calendar year, as recommended by the Superintendent.

5. Authorized Signatures / Annual Appointments

BE IT RESOLVED, that the Mountain Lakes Board of Education extends the following appointments and authorized signatures for the following accounts for the period of January 1, 2024 to December 31, 2024, as recommended by the Superintendent:

Board Secretary	Mr. Alex Ferreira
Authorized Signatures School Warrants	Board Secretary, Board President, Treasurer
Depositories for School Funds	Lakeland Bank
District Attorney	Fogarty & Hara, ESQS
District Architect	Di Cara Rubino
Official Newspapers	The Daily Record, The Citizen

6. Mountain Lakes School District Calendar *

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Mountain Lakes School District calendar for the 2024-2025 school year, as recommended by the Superintendent.*

7. Board of Education Meeting Calendar and Designation of Official Newspapers *

BE IT RESOLVED, that the Mountain Lakes Board of Education approve The Citizen and The Daily Record as the official newspapers of the Board of Education,

WHEREAS, Open Public Meetings Act, Chapter 231, Laws of 1975, requires all public bodies covered by said Act, at least once each year, within seven days following the annual organizations or reorganizations meeting of such body, to post and maintain posted throughout the year as set forth in the Act, a schedule of the regular meetings of the public body to be held during the succeeding year;

NOW, THEREFORE BE IT RESOLVED, by the Mountain Lakes Board of Education of the County of Morris and State of New Jersey as follows:

1. The schedule of regular meetings of the Mountain Lakes Board of Education as set forth in the schedule annexed hereto be and the same is hereby adopted;
2. The Board Secretary is hereby authorized and directed to prominently post said schedule in at least one public place reserved for such announcements;
3. Said schedule shall be mailed, telephoned, electronically transmitted or hand delivered by the Board Secretary to at least one of the following newspapers: The Citizen and The Daily Record;
4. Said schedule shall be placed on file with the Board Secretary;
5. Special meetings may be held as and when necessary, with notice to be given as provided for in the Act and meetings involving urgent matters may be held as provided for in Section 4b of the Act;
6. In the event that the annexed schedule is hereafter revised, the revised schedule shall be posted, mailed, and filed by the Board Secretary in the manner described hereinabove; and
7. Any person who requests a copy of the within schedule.

8. Strauss Esmay Policy and Regulation Manual

BE IT RESOLVED, that the Mountain Lakes Board of Education approves and adopts the policies and regulations included in the Strauss Esmay Policy and Regulations Manual, as recommended by the Superintendent.

9. Doctrine of Necessity

WHEREAS, the School Ethics Act, N.J.S.A. 18A:12-21 et seq. was enacted by the New Jersey State Legislature to ensure and preserve public confidence in school board members and school administrators and to prove specific ethical standards to guide their conduct; and WHEREAS, questions have arisen regarding how a Board should invoke the Doctrine of Necessity when a quorum of a board of education has conflicts of interest on a matter required to be voted upon; and

WHEREAS, the School Ethics Commission has provided some guidance in Public Advisory Opinion A03-98 (April 1, 1998) but finds that there is a need to repeat and clarify its opinion; and

WHEREAS, the opinion set forth that, when it is necessary for a Board to invoke the Doctrine of Necessity, the Board should state publicly that it is doing so, the reason that such action is necessary and the specific nature of the conflicts of interest; and

WHEREAS, in keeping with the Legislative purpose as set forth in N.J.S.A. 18A:12-22(a) the School Ethics Commission views public disclosure of conflicts of interest to be paramount when it is necessary to invoke the Doctrine of Necessity.

NOW, THEREFORE BE IT RESOLVED that the School Ethics Commission hereby requires Boards of Education that must invoke the Doctrine of Necessity to adopt a resolution setting forth that they are invoking the Doctrine, the reason for doing so and the specific nature of the conflicts of interest; and

BE IT FURTHER RESOLVED that Boards of Education that invoke the Doctrine are directed to read the resolution at a regularly scheduled public meeting, post it where it posts public notices for thirty (30) days and provide the Commission with a copy; and

BE IT FURTHER RESOLVED that the Commission shall distribute this Resolution to the county superintendents for distribution to the school districts, the New Jersey School Boards Association, the New Jersey Principals and Supervisors Association, the New Jersey Association of School Administrators, the New Jersey Association of School; Business Officials and the New Jersey Education Association, as recommended by the Superintendent.

A. FINANCE

B. MISCELLANEOUS

10. 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	2431.9	N/A	Mountain Lakes High School Athletic Training Rules	January 4, 2024	
Abolished	P 1524	231	School Leadership Councils	January 4, 2024	
Revised	P 2270	231	Religion in the Schools	January 4, 2024	

Revised	P 3161	231	Examination for Cause	January 4, 2024	
Revised	P & R 3212	231	Attendance (M)	January 4, 2024	
Revised	P 3324	231	Right of Privacy	January 4, 2024	
Abolished	P & R 3432	231	Sick Leave	January 4, 2024	
Revised	P 4161	231	Examination for Cause	January 4, 2024	
Revised	P & R 4212	231	Attendance (M)	January 4, 2024	
Revised	P 4324	231	Right of Privacy	January 4, 2024	
Abolished	P & R 4432	231	Sick Leave	January 4, 2024	
Revised	P & R 5111	231	Eligibility of Resident/Nonresident Students (M)	January 4, 2024	
Revised	P & R 5116	231	Education of Homeless Children and Youths	January 4, 2024	
Abolished	P & R 5460.02	231	Bridge Year Pilot Program (M)	January 4, 2024	
Abolished	P 6361	231	Relations With Vendors for Abbott Districts	January 4, 2024	
Revised	P 8500	231	Food Services (M)	January 4, 2024	
Abolished	P 8540	231	School Nutrition Programs (M)	January 4, 2024	
Abolished	P 8550	231	Meal Charges/Outstanding Food Service Bill (M)	January 4, 2024	

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

B. CURRICULUM / SPECIAL SERVICES

C. MISCELLANEOUS

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 4th day of January, 2024 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 may 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 _____.

A 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*

2023-2024 District Goals

Goal Area	Goal Statement
Ensuring the Success of All Students	Diversify academic programming that reaches all learners, emphasizing literacy instruction and programming in K-5.
Ensuring the Success of All Staff	<p>Revise the teacher evaluation system by exploring alternative models and engaging with all stakeholders.</p> <p>Building a culture of communication, collaboration, and problem-solving by using resources like Jimmy Casas coaching and peer discussion.</p>
Supporting the Whole Child	Develop a Social Emotional Learning framework for effective behavioral interventions for all students, emphasizing the entrenchment of the Wingman Program across the district.
Finance/Infrastructure/Technology	Update and prioritize the district's Long Range Facilities Plan (LRFP), conduct a demographic study, develop a safety and security plan, as well as design, migrate, build, and launch a new district website.
Strong Family/School/Community Partnerships	Collaborate with community groups for opportunities to support and show appreciation for teachers, staff, coaches, advisors, and others who engage our students throughout the year, emphasizing a process of awarding NJ Governor Educator of the Year recognition.

2023-2024 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, strengthens the district's financial position and works to increase revenue and manage costs.	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