



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, March 18, 2024 at 5:00pm 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 President, Mrs. Barkauskas will lead those present in the Pledge of Allegiance

ROLL CALL

Board Member	Present	Absent
Mr. Chiang, Jr.		
Dr. Don		
Mrs. Forman		
Mrs. Hermey		
Dr. Hirschfeld		
Ms. Leininger		
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 18th day of March, 2024 at _____pm 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 including 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 CO-PRESIDENTS

PRESENTATIONS

- Student Recognitions - Winter
- Special Services Presentation
- Tentative Budget 2024-2025

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 & LIASION REPORTS

2024 COMMITTEES

<p><u>Curriculum, Instruction & Assessment</u> James Hirschfeld (Chair) Aruni Don Meghan Leininger Lauren Silva McIntyre</p>	<p><u>Facilities</u> Sara Forman (Chair) Tom Chiang, Jr. Meghan Leininger Lauren Silva McIntyre</p>	<p><u>Finance</u> Lauren Silva McIntyre (Chair) Sara Forman James Hirschfeld Erinn Tucker</p>
<p><u>Personnel</u> Aruni Don (Chair) James Hirschfeld Jennifer Parker Erinn Tucker</p>	<p><u>Policy</u> Jennifer Parker (Chair) Tom Chiang, Jr. Sara Forman Meghan Leininger</p>	<p><u>Special Education</u> Meghan Leininger (Chair) Tom Chiang, Jr. Aruni Don Erinn Tucker</p>
<p><u>Negotiations (Special Committee)</u> Erinn Tucker (Chair) Jennifer Parker Lauren Silva McIntyre</p>	<p><u>Long Range Planning (Special Committee)</u> Lauren Silva McIntyre (Chair) Joanne Barkauskas Aruni Don Leigh Hermey</p>	

2024 LIAISON AND CONFERENCE REPORTS

<p><u>Home and School</u> Jennifer Parker</p>	<p><u>Recreation Commission</u> Sara Forman</p>
<p><u>ML Education Foundation (MLEF)</u> Erinn Tucker</p>	<p><u>Traffic & Safety (Borough)</u> Tom Chiang, Jr.</p>
<p><u>ML Friends of the Arts (FOTA)</u> Meghan Leininger</p>	<p><u>Sound Start Babies Foundation</u> Meghan Leininger</p>
<p><u>Safety and Security</u> Aruni Don</p>	<p><u>ML Alumni Association (MLAA)</u> Tom Chiang, Jr.</p>
<p><u>Laker Sports Club</u> Sara Forman</p>	<p><u>NJ School Boards Delegate</u> Sara Forman</p>
	<p><u>Representative to the County SBA</u> Tom Chiang, Jr.</p>

REPORT AND RECOMMENDATIONS OF THE SCHOOL BUSINESS ADMINISTRATOR / BOARD SECRETARY

A. FINANCE

1. Adoption of Tentative Budget 2024-2025

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the tentative budget be approved for the 2024-2025 School Year and that the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline; and

General Fund	\$42,581,831
Special Revenue Fund	\$506,413
Debt Service Fund	\$1,721,563
Total Tentative Budget	\$44,809,807

BE IT FURTHER RESOLVED, that the Mountain Lakes School District Board of Education withdraws \$794,204 as budgeted in NJDOE budget line 600, withdrawal from Capital Reserve, for capital project costs associated with the Lake Drive ADA ramp and drainage estimated at \$150,000, for capital project costs associated with the Lake Drive water valve replacement estimated at \$30,000, for capital project costs associated with the Mountain Lakes High School window replacements estimated at \$250,000, and for capital project costs associated with the Wildwood fire alarm panel replacement estimated at \$364,204 and;

BE IT FURTHER RESOLVED, that the Mountain Lakes School District Board of Education withdraws \$554,000 as budgeted in NJDOE budget line 630, withdrawal from Maintenance Reserve, to support the district's required maintenance budget, maintenance projects and facility rental/upgrades and;

BE IT FURTHER RESOLVED, that the Mountain Lakes School District Board of Education withdraws \$100,000 as budgeted in NJDOE budget line 640, withdrawal from Tuition Reserve, for anticipated tuition adjustments, as recommended by the Superintendent.

2. Acknowledgement of Amount to be Raised in Local Taxes

BE IT RESOLVED, that the Mountain Lakes Board of Education acknowledge the total amount of funds to be raised in local taxes which includes the use of any eligible adjustments and use of banked cap in general fund for the ensuing school year (2024-2025), as follows, as recommended by the Superintendent:

Fund 10 – General Fund	\$24,243,795
Fund 40 – Debt Service	\$1,593,951
Total	\$25,837,746

3. Advertise Tentative Budget for Public Hearing

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the submission of the 2024-2025 tentative budget to the Morris County Executive County Superintendent of Schools for approval and authorize the advertisement after approval in the Daily Record in accordance with the form suggested by the NJ Department of Education and according to law and establish that the public hearing on the budget for the 2024-2025 school year be held on May 6, 2024 at 6:30pm, as recommended by the Superintendent.

4. Travel and Related Expense Reimbursement for 2024-2025

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following resolution:

WHEREAS, school district policy and N.J.A.C. 6A:23A-7.1 et seq. provide that the Board of Education shall establish in the annual school budget a maximum expenditure amount that may be allotted for such travel and expense reimbursement for the 2024-2025 school year;

WHEREAS, the maximum expenditure amount allotted for travel and expense reimbursement for the 2023-2024 was \$31,656; and

WHEREAS, travel and expense reimbursement has reached a total amount of \$15,668 as of January 31, 2024;

NOW, THEREFORE BE IT RESOLVED, that the Mountain Lakes School District Board of Education, in the County of Morris, New Jersey hereby establishes the school district travel maximum for the 2024-2025 school year at the sum of \$71,050, and

BE IT FURTHERED RESOLVED, that the School Business Administrator shall track and record these costs to ensure that the maximum amount is not exceeded, as recommended by the Superintendent.

5. Presentation of Bills

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following bills list and check journals as of March 1, 2024 – March 15, 2024, as recommended by the Superintendent:*

Fund	Amount
General Fund (10)	\$477,839.77
Special Revenue Fund (20)	\$35,667.27
Capital Project Fund (30)	N/A
Debt Service Fund (40)	N/A
Cafeteria Account Fund (60)	\$62,946.01
Payroll	N/A
Total	\$576,453.06

6. Settlement Agreement

BE IT RESOLVED by the Mountain Lakes Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release (hereinafter referred to as “Agreement”) between the Board and the Parents of student ID# 4940917251 and whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement, as recommended by the Superintendent.

7. Nonresident Tuition Δ

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
DISTRICT						
New	9808	Lake Drive Regular	3/4/24	6/30/24	\$30,873.36	
New	TEMP-8	Lake Drive Regular	3/6/24	6/30/24	\$29,002.28	
New	TEMP-9	Lake Drive Regular	3/6/24	6/30/24	\$29,002.28	
Change	1956	Lake Drive Regular	3/5/24	6/30/24		\$1,524
Change	IR-17	Lake Drive Itinerant	3/4/24	6/30/24	\$2,340	
Terminate	1793	Lake Drive Regular	8/30/23	3/1/24	\$51,455.56	
Terminate	IRT-5	Lake Drive Itinerant	10/2/23	3/1/24	\$6,840	
IVY H/WW/BC						
New	33410	Autism	11/6/2023	2/29/24	\$36,392.12	
Change	NRT1	Wildwood	8/30/2023	4/4/24	\$10,920	\$1,600

8. Professional Services

WHEREAS, the Mountain Lakes Board of Education (“Board”) has decided to secure the professional services to support the instructional programs of the district; and

WHEREAS, the Board is permitted, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-1 et seq., to contract with vendors providing professional services, without advertising bids; and

NOW THEREFORE, BE IT RESOLVED, that the Board hereby awards the following contracts with vendors providing professional services, as recommended by the Superintendent:

Contractor	Start Date	End Date	Nature / Service	Rate	Contract / Not to Exceed
Employment Horizons	3/18/24	6/18/24	Vocational Evaluation SID #: 4933	\$900	\$900
Morris Psychological Group	3/27/24	6/18/24	Neuropsychological Evaluation SID #: 8015	\$4,500	\$4,500

9. Travel / Conferences Expenditures Δ

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				
Banks, Kathleen	MLHS/Virtual	11/13/23	What’s New with Gizmos	\$0
Gillespie, Sarah	MLHS/Virtual	6/3-6/9/24	AP US Government Reading	\$0
Larkin, Jennifer	MLHS/Virtual	6/10-6/14/24	2024 Reading for AP Spanish Language and Culture	\$0
Larkin, Jennifer	MLHS/Virtual	1/24/2024	3 Steps to Create Comprehensible, Engaging & Time Effective Lessons in Your Spanish Class	\$0
Larkin, Jennifer	MLHS/Virtual	1/19/2024	Must-Have AI Tech Tools for World Language Teachers	\$0
Pietraszewski, Krzysztof	Holmdel, NJ & Virtual	3/21-5/30/24	Building Operators Certification Level 1	\$895
Perkins, Meredith	Princeton, NJ	5/9/24	Fostering Clinical and Educational Relationships	\$51
Schutz, Michael	MLHS/Virtual	6/3-6/7/24	AP US History Scoring	\$0

Serheev, Anisa	MLHS/Virtual	9/28/23	AI Embracing the Opportunity	\$0
Serheev, Anisa	MLHS/Virtual	10/8/23	A Fresh Take on Media Literacy in the Era of AI	\$0
Snowden, Mark	Holmdel, NJ & Virtual	3/21-5/30/24	Building Operators Certification Level 1	\$895
IVY H/WW/BC				
Alves, Michael	BC/Monroe Twsp., NJ	5/2/24	Riding Shotgun: Letting Students Take the Wheel	\$202
Hussein, Amal	WW/Pompton Plains, NJ	4/23/24	Gr. 5 Geometry CCCS	\$192

10. Donations / Grants / Gifts

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

To	From	Reason	Amount
DISTRICT			
MLHS	Baseball Families	Baseball Equipment	\$2,500.00

B. MISCELLANEOUS

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

11. Appointment of Superintendent

BE IT RESOLVED that the Mountain Lakes Board of Education (hereinafter referred to as the "Board") appoints Dr. Bradley Siegel (hereinafter referred to as "Dr. Siegel"), as the Superintendent of Schools for the Mountain Lakes School District effective on or about July 1, 2024 and ending on June 30, 2029.

BE IT FURTHER RESOLVED that this Employment Agreement has been submitted to and approved by the Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

BE IT FURTHER RESOLVED that the Board approves the Employment Agreement with Dr. Siegel for the position of Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the School Business Administrator / Board Secretary to execute, on behalf of the Board, the Employment Agreement by and between the Board and Dr. Siegel.*

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									
Reed, Noah	Appointment	CUST-DW-CUST-20	Custodian P/T	DW	.67	Step 1	\$34,991 (prorated)	4/10/24 or sooner, pending paperwork)	6/30/24
Sullivan, Elizabeth	Retirement	SPT-HS-GUD-03	School Counselor	MLHS	1.0	MA/Step 15	\$104,420	01/05/04	6/30/24
Walter, Dana	Revise	SEC-HS-LIB-01	Secretary P/T	MLHS	0.71 to 0.84	Step 13 (10 mth)	\$48,794.51 prorated (from 25 to 29 hrs./wk)	3/18/24	6/30/24
IVY H/WW/BC									
Elko, Matthew	Additional Coverage	TCH-WW-TCH-02	Teacher	WW	0.2	BA/ Step 12	\$6,304	3/1/24	6/30/24

13. Athletics / Extra Services (Schedule B Appointments) 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	Position	Location	Degree/Step	Rate of Pay	Start Date	Term Date
IVY H/WW/BC							
Lih, Erik	Appointment	Student Government Advisor	BC	1	\$1,020	3/11/24	6/30/24

14. Additional Compensation Δ

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	Position	Location	FTE	Degree/ Step	Rate of Pay	Start Date	Term Date
IVY H/WW/BC								
Aporta, Emily	Rescind	Teacher Additional Prep – Spec. Ed. Planning (5394)	WW	1.10	MA/Step 9	\$8,125.50 (prorated)	9/5/23	12/15/23
Aporta, Emily	Appointment	Teacher - Additional Spec. Ed. Planning (5394)	WW	1.0	MA/Step 9	\$62.50/hr (not to exceed 92 hrs.)	9/5/23	1/31/24

15. Substitutes, Volunteers and Intern Appointments Δ

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

Name	Action	Position	Location	Rate of Pay	Start Date	Term Date
DISTRICT						
Lyness, Thomas	Appointment	Substitute	DW	Board Approved Rate	3/19/24	6/30/24
Siddons, Michelle	Appointment	Substitute	DW	Board Approved Rate	3/19/24	6/30/24

16. Field Trips Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following field trips for the 2022-2023 school year, as recommended by the Superintendent:

School	Destination	Reason	Date
DISTRICT			
LD	Wayne, NJ	Driscoll Foods Test Kitchen	3/14/24
IVY H/WW/BC			
BC	Allentown, PA	7th Grade Dorney Park Trip	6/13/24

17. Tuition Reimbursement Δ

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	Location	College/University	Course Title / #	Credits
DISTRICT				
Degnaars, Gioia	MLHS	TCNJ	School Finance/EDAD 540	3
Degnaars, Gioia	MLHS	TCNJ	Group Dynamics/EDAD 530	3
Degnaars, Gioia	MLHS	TCNJ	Introduction to Educational Leadership	3
Feltman, Steven	MLHS	Walden University	Designing Curriculum, Instruction, and Assessment/EDUC-6602j	3
Feltman, Steven	MLHS	Walden University	Understanding the Impact of Technology on Education, Work and Society/EDUC- 6710j	3
IVY H/WW/BC				
Alves, Michael	BC	UC, San Diego	Best Practices for a Successful Middle School Classroom/EDUC41572	5
Alves, Michael	BC	UC, San Diego	21st Century Thinking Skills that Promote College and Career Readiness/ EDUC40293	5

B. CURRICULUM / SPECIAL SERVICES

C. MISCELLANEOUS

18. Briarcliff Code of Conduct *Δ*

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Briarcliff Student Code of Conduct for the 2024-2025 school year, as recommended by the Superintendent.*

19. 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 #002-2324-WW reported the Board of Education on March 4, 2024, and discussed in Executive Session, as recommended by the Superintendent.

20. 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 #003-2324-WW reported the Board of Education on March 4, 2024, 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 18th day of March 2024 at _____pm 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 including 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 _____.

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

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