



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 3, 2025, at 6:30pm at Mountain Lakes High School, 96 Powerville Road, Mountain Lakes, New Jersey

James Riley,
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		
Dr. Hirschfeld		
Mr. Johnson		
Mrs. Kulkarni		
Dr. Silva McIntyre		
Mrs. Parker (<i>Vice President</i>)		
Dr. Sheth		
Mrs. Barkauskas (<i>President</i>)		

Also present: Dr. Brad Siegel, Dr. James Riley, 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.

The motion was approved _____.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 3rd day of March 2025 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

- Ethics Training / HIB Training
- FY26 Budget Anticipated Revenues

Stephen Fogarty
Dr. Riley

BOARD PRESIDENT REPORT

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 16, 2024	Regular and Executive Session Minutes
February 3, 2025	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 & LIAISON REPORTS

2025 COMMITTEES

Curriculum, Instruction & Assessment James Hirschfeld (Chair) Aruni Don Sara Forman Lauren McIntyre	Long Range Planning (Special Committee) Aruni Don (Chair) Chris Johnson Lauren McIntyre Purvika Sheth	Policy Jennifer Parker (Chair) T.J. Chiang Aru Kulkarni Purvika Sheth
Facilities Sara Forman (Chair) T.J. Chiang Aruni Don Purvika Sheth	Negotiations (Special Committee) Jennifer Parker (Chair) Lauren McIntyre	Special Education T.J. Chiang (Chair) Aru Kulkarni Purvika Sheth
Finance Lauren McIntyre (Chair) Sara Forman James Hirschfeld Aru Kulkarni	Personnel Joanne Barkauskas (Chair) Aruni Don James Hirschfeld Jennifer Parker	Shared Services Joanne Barkauskas Sara Forman Jennifer Parker

2025 LIAISONS

Home and School Association (HSA) Purvika Sheth	ML Friends of the Arts (FOTA) Aru Kulkarni	Sound Start Babies Foundation Aruni Don
Laker Sports Club (LSC) Sara Forman	NJ School Boards Delegate T.J. Chiang	Traffic & Safety (Borough) T.J. Chiang
ML Alumni Association (MLAA) T.J. Chiang	Recreation Commission Sara Forman	
ML Education Foundation (MLEF) Lauren McIntyre	Representative to the County SBA Jennifer Parker	

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 January 31, 2025 – February 27, 2025, as recommended by the Superintendent:*

Fund	Amount
General Fund (10)	\$889,525.83
Special Revenue Fund (20)	\$27,105.80
Capital Project Fund (30)	\$234,002.24
Debt Service Fund (40)	N/A
Cafeteria Account Fund (60)	\$138,535.46
Total	\$1,289,169.33

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 January 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 January, 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 January, as recommended by the Superintendent.*

5.Acceptance of Certified Tuition Rates for 2023-2024

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the district’s certified costs per pupil for the YEAR school year pursuant to the provision of N.J.A.C. 6A:23-17.1, as recommended by the Superintendent:

1.	Kindergarten	\$16,490
2.	Grades 1-5	\$22,562
3.	Grades 6-8	\$25,289
4.	Grades 9-12	\$24,152
5.	Auditory Impairments	\$80,585

6.Tuition Rates for 2025-2026

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the district’s estimated cost per student rates for 2025-2026 school year, as recommended by the Superintendent:

1.	Preschool 4 day/full day	\$1252
2.	Preschool 4 day/half day	\$755
3.	Preschool 5 day/full day	\$1509
4.	Preschool 5 day/half day	\$907

5.	Grades K	\$16,490
6.	Grades K – 5	\$22,562
7.	Grades 6 – 8	\$25,289
8.	Grades 9 – 12	\$24,152
9.	Auditory Impairments	\$80,704
10.	Lake Drive Itinerant	\$190/hr--50 min \$228/hr--60 min

7.Travel and Related Expense Reimbursement for 2025-2026

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 2025-2026 school year;

WHEREAS, the maximum expenditure amount allotted for travel and expense reimbursement for the 2024-2025 was \$71,050; and

WHEREAS, travel and expense reimbursement has reached a total amount of \$11,457 as of January 31, 2025;

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 2025-2026 school year at the sum of \$68,250, 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.

8.NJEdge Cooperative Pricing System

BE IT RESOLVED, that the Mountain Lakes Board of Education authorizes execution of an agreement by and between the NJEDGE.NET, INC. (“NJEdge” or the “Lead Agency”) and Mountain Lakes, who desires to participate in the NJEdge Cooperative Pricing System known as EdgeMarket, as recommended but the Superintendent.*

9.Memorandum of Agreement for Services

BE IT RESOLVED, that the Mountain Lakes Board of Education authorizes execution of this Memorandum of Agreement (MOA) by and between the State of New Jersey, Office of Homeland Security and Preparedness (State/Agency), and Mountain Lakes, (“Local Entity”), is hereby entered into as defined herein below. (State/Agency and Local Entity each a “Party” and collectively referred to as the “Parties”), as recommended but the Superintendent.*

10.Nonresident Tuition

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

	Action	Student ID	School-Program	Start Date	End Date	Tuition	Extra Services
1.	New	IFB-1	Lake Drive Itinerant	1/2/25	6/30/25	\$1,080	N/A
2.	Change	5683	Lake Drive Regular	2/3/25	6/30/25	N/A	\$17,163.96
3.	Change	Temp-3	Lake Drive Regular	2/10/25	6/30/25	N/A	\$15,937.92

11. 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
1.	Lee, Morgan (Strong Foundations Consulting & Interpreting, LLC)	1/27/25	1/27/25	Virtual Professional Development Presentation	\$500	\$500
2.	Fiore, Benay	1/27/25	1/27/25	Certified Sign Language Interpreter for Professional Development Day	\$500	\$500
3.	Kasyan, Erika	1/27/25	1/27/25	Certified Sign Language Interpreter for Professional Development Day	\$480	\$480

12. 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					
1.	Anderson-Urriola, Alexis	Virtual	6/2-6/6/25	AP Research Scoring	Substitute
2.	Hill, Theresa	Atlantic City, NJ	2/20-2/22/25	2025 New Jersey Music Educators Conference	\$200
3.	Larkin, Jennifer	Virtual	6/9-6/13/25 & 6/16-6/17/25	2025 Reading for AP Spanish Language & Culture	Substitute
4.	Niewood, Elizabeth	Virtual	4/15/25	Elementary School Conflict Resolution	\$0
5.	Oakes, Catherine	LD@WW	3/14/25	CHOP Pediatric Audiology: Supporting the Modern Digital Generations	\$110
6.	Riley, James	Atlantic City, NJ	6/4-6/6/25	NJASBO Annual Conference	\$1060
7.	Santos, David	Montclair, NJ	3/11/25	NJECC 2025 Conference	\$120
8.	Yaiser, Ryan	Virtual	2/12/25	Intro to Desmos Activities (Beginner)	\$0
9.	Yaiser, Ryan	Virtual	2/13/25	Introducing Amplify Desmos Math	\$0
10.	Yaiser, Ryan	Virtual	2/24/25	Intro to Activity Building (Intermediate)	\$0
IVY H/WW/BC					
11.	Cromwell, Michelle	Virtual	3/11/25	Orton Gillingham Comprehensive Training	\$448
12.	McCarthy, Megan	Somerset, NJ	4/11/25	NJAGC (New Jersey Association for Gifted Children) Renaissance in Gifted Education	\$300
13.	Goncalves, Joao	Atlantic City, NJ	2/20-2/22/25	2025 New Jersey Music Educators Conference	\$200
14.	Pecarific, Melissa	Virtual	7/7-7/9/25	Broadway Teachers Workshop	\$299
15.	Peifly, Jennifer	Fairfield, NJ	3/25/25	What's New in Young Adult Literature	\$335

13.Fundraising Δ

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

	School	Fundraising Activity	Beneficiary/Purpose
DISTRICT			
1.	DW	BJ’s Wholesale Club “Club for a Cause” – Offering discounted membership/renewal rates from 3/4/25 to 3/31/25. (\$10/new member or \$5/renewal to be donated to ML schools).	MLSD General Activities Fund
2.	MLHS	Women’s Weightlifting Club Bake Sale (3/5/25)	NJ Battered Women’s Services (Morristown)
3.	MLHS	Cookie Bake Sale (3/29 & 3/30/25; 6/7 & 6/8/25)	Cookies for Kids Cancer (National 501(c)3 non-profit raising funds for research to develop new, improved, and less toxic treatments for pediatric cancer.)
4.	MLHS	Social Studies Department Nyaka (3/17/25)	Raise funds to help support Nyaka, an organization that helps orphaned children in Uganda
5.	MLHS	Spring Musical Playbill “Booster” Sales (Parents, Family, and Friends)	Spring Musical Production Costs
6.	MLHS	Spring Musical Playbill Advertisement Sales (Businesses/Organizations)	Spring Musical Production Costs
IVY H/WW/BC			
7.	WW	“Donations at the Door” 5th Grade Show (4/4/25)	Funding for 25/26 SY 5th Grade Show

14.Disposition of Property Δ

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

Property	Amount	Department / Location
DISTRICT		
Speakers for Hearing Impaired - LightSPEED, 705iR	\$80	MLHS

B. MISCELLANEOUS

15.Board Policies

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

	Action	Policy/Regulation Number	Policy Alert	Title	First Reading	Second Reading
1.	Revised	P 5512	234	Harassment, Intimidation, or Bullying (M)	2/3/25	3/3/25
2.	Revised	P 5533	234	Student Smoking (M)	2/3/25	3/3/25
3.	Revised	R 5533	234	Student Smoking (M)	2/3/25	3/3/25
4.	Revised	P 7441	234	Electronic Surveillance in School Buildings on School Grounds (M)	2/3/25	3/3/25
5.	Revised	R 7441	234	Electronic Surveillance in School Buildings on School Grounds (M)	2/3/25	3/3/25
6.	Revised	P 9320	234	Cooperation with Law Enforcement Agencies (M)	2/3/25	3/3/25
7.	Revised	R 9320	234	Cooperation with Law Enforcement Agencies (M)	2/3/25	3/3/25
8.	Revised	P 5460	234	High School Graduation (M)	2/3/25	3/3/25
9.	Revised	P 5710	234	Student Grievance	2/3/25	3/3/25
10.	Revised	P 8500	234	Food Services (M)	2/3/25	3/3/25

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

16.Appointments / Amendments/ Resignations / Rescission / Retirements / RIF's

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										
1.	Buckley, Colleen	Appointment	TCH-LR-TCH-18	Teacher - Additional Coverage (4218)	LD @ MLHS	.2	MA/ Step 15	\$7,171	3/3/25	6/30/25
2.	Elfers, Robert	Appointment	TCH-HS-SS-07	Teacher - Additional Coverage (5311) (H0296)	MLHS	.2	BA/Step 4	\$5,927	2/13/25	6/30/25
3.	Fiorina, Teresa	Revise Appointment	TCH-HS-21CS-02	Teacher	MLHS	1.0	MA+30/ Step 12 to MA+60/ Step 12	\$97,903	2/1/25	6/30/25
4.	Franklin, Kim	Retirement	TCH-LR-TCH-19	Teacher	LD	1.0	MA/Step 15	\$107,645	12/14/87	6/30/25
5.	Fucarino, Samantha	Additional Coverage	TCH-LR-TCH-12	Teacher - Additional Coverage (4218)	LD @ MLHS	.2	MA/ Step 8	\$6,342	3/3/25	6/30/25
6.	Gillespie, Sarah	Appointment	TCH-HS-SS-05	Teacher - Additional Coverage – (5311) (H0297)	MLHS	.2	MA/Step 14	\$8,518	2/13/25	6/30/25
7.	Humphreys, Ryan	Appointment	TCH-HS-SS-01	Teacher - Additional Coverage – (5311) (H0299B)	MLHS	.2	BA/Step 14	\$7,807	2/13/25	6/30/25
8.	Mackey, Jeanette	Appointment	TCH-LR-TCH-22	Teacher - Additional Coverage & Prep (4218)	LD @ MLHS	.3	BA/ Step 15	\$11,419	3/3/25	6/30/25
9.	Perry, Deanna	Appointment	TCH-LR-TCH-07	Teacher - Additional Coverage (4218)	LD @ MLHS	.2	MA+30/ Step 15	\$6,859	3/3/25	6/30/25
10.	Schutz, Michael	Appointment	TCH-HS-SS-04	Teacher - Additional Coverage – (5311) (H0296)	MLHS	.2	MA+30/ Step 14	\$8,866	2/13/25	6/30/25
11.	Snowden, Mark	Resignation	CUST-DIST-SUPV-01	Custodial Supervisor	DW	1.0	N/A	\$83,017	2/16/10	3/21/25
12.	Venanzi, Mary	Appointment	TCH-HS-SS-02	Teacher - Additional Coverage – (5311) (H0200)	MLHS	.2	BA/Step 9	\$6,587	2/13/25	6/30/25

IVY H/WW/BC										
13.	Doolittle, Christina	Appointment	TCH-BC-TCH-11	Teacher - Additional Coverage	BC	.2	MA+30/ Step 15	\$5,479	4/1/25	6/30/25
14.	Gaffney, Victoria	Appointment	TCH-BC-CST-03	Teacher – Additional Prep	BC	.1	MA+60 / Step 13	\$3,055	4/1/25	6/30/25
15.	Ginigaddarage Dona, Uthpali	Revise Appointment	SPS-WW-CAFAID-03	Paraprofessional P/T	WW	.40 to .58	Step 2	\$13,382.32 (prorated)	3/4/25	6/30/25
16.	Major, Michelle	Appointment	TCH-BC-TCH-22	Teacher - Additional Coverage	BC	.2	MA+30/ Step 15	\$5,479	4/1/25	6/30/25
17.	Mattoon, Douglas	Revise Retirement	TCH-BC-TCH-12	Teacher	BC	1.0	MA/Step 15	\$107,645	9/1/96	7/31/25
18.	Pelliconi, Debra	Appointment	TCH-BC-TCH-15	Teacher - Additional Coverage	BC	.2	MA/Step 15	\$6,100	1/14/25	3/31/25
19.	Platt, Kaitlin	Appointment	TCH-BC-CST-01	Teacher - Additional Coverage	BC	.2	MA/ Step 11	\$4,573	4/1/25	6/30/25
20.	Ziegler, Robin	Revise Appointment	SPS-WW-CAFAID-01	Paraprofessional P/T	WW	.58 to .70	Step 3	\$16,445.46 (prorated)	3/4/25	6/30/25

17. Leaves of Absence Δ

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

	ID#	Action	Position	Location	FTE	Start Date	Term Date
DISTRICT							
1.	4417	Revised MLOA (Paid w/out benefits)	Paraprofessional	LD	0.97	1/21/25	3/14/25
2.	4930	FMLA (Unpaid w/benefits)	Grounds/Maintenance	DW	1.0	2/6/25	3/14/25
3.	5172	Revise FMLA / NJFLA (Unpaid w/benefits)	Teacher	LD	1.0	2/4/25	2/7/25
4.	5172	Intermittent FMLA/NJFLA (Unpaid w/benefits)	Teacher	LD	1.0	2/13/25	5/16/25
5.	5311	Administrative Leave (Paid)	Teacher	MLHS	1.0	2/13/25	Pending
6.	5516	MLOA (Paid w/o/benefits)	Teacher	MLHS	1.0	3/17/25	4/3/25
7.	5516	FMLA (Unpaid w/o benefits)	Teacher	MLHS	1.0	4/3/25	4/16/25
IVY H/WW/BC							
8.	5015	MLOA (Paid w/benefits)	Teacher	WW	1.0	6/2/25	6/30/25
9.	5015	FMLA (Unpaid w/benefits)	Teacher	WW	1.0	8/25/25	11/15/25
10.	5214	Revise MLOA (Paid w/benefits)	Teacher	BC	1.0	4/18/25	6/30/25
11.	5214	Revise FMLA/ NJFLA (Unpaid w/benefits)	Teacher	BC	1.0	8/25/25	11/14/25
12.	5220	Revise - LOA (Paid w/ benefits)	Teacher	WW	1.0	5/7/25	6/30/25
13.	5224	FMLA (Unpaid w/benefits)	School Psychologist	WW	1.0	2/24/25	5/16/25

18. 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
DISTRICT								
1.	Geveke, Diane	Appointment	DECA Advisor	MLHS	Step 1	\$2,040 (prorated)	2/10/25	6/30/25
2.	Kashulines, Peter (OOD)	Revise Appointment	Track Winter-Assistant Coach	MLHS	Step 4	\$5,472	11/25/24	3/9/25
3.	Sidhu, Herpaul	Revise Appointment	DECA Advisor	MLHS	Step 3	\$3,060 (prorated)	8/26/24	2/13/25
IVY H/WW/BC								
4.	Kennedy, Rebecca	Appointment	Kindergarten Team Co-Leader	WW	N/A	\$333.33	8/28/24	6/30/25
5.	Nakashian, Cheryl	Appointment	Kindergarten Team Co-Leader	WW	N/A	\$333.33	8/28/24	6/30/25
6.	Watson, Gigi	Appointment	Kindergarten Team Co-Leader	WW	N/A	\$333.33	8/28/24	6/30/25

19. 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	Rate of Pay	Start Date	Term Date
DISTRICT							
1.	Cortese, Lisa	Appointment	Summer Academy Co-Principal	DW	\$3,000	1/2/25	9/30/25
2.	Doniloski, Jason	Appointment	Chaperone - DECA	MLHS	\$125/night (not to exceed 2 nights)	3/4/25	3/6/25
3.	Feltmann, Steven	Appointment	Chaperone - DECA	MLHS	\$125/night (not to exceed 2 nights)	3/4/25	3/6/25
4.	Fucarino, Samantha	Appointment	Chaperone - NTID Regional Deaf Middle School Math Competition	LD	\$125/night (not to exceed 2 nights)	3/7/25	3/9/25
5.	Fusco, Darrell	Appointment	Chaperone - DECA	MLHS	\$125/night (not to exceed 2 nights)	3/4/25	3/6/25
6.	Gates, Kristin	Appointment	Chaperone – Deaf Academic Bowl	LD	\$125/night (not to exceed 3 nights)	2/27/25	3/2/25
7.	Geveke, Diane	Appointment	Chaperone - DECA	MLHS	\$125/night (not to exceed 2 nights)	3/4/25	3/6/25
8.	Mangili, Richard	Appointment	Summer Academy Co-Principal	DW	\$3,000	1/2/25	9/30/25
9.	Olear, Jacquelyn	Appointment	Chaperone - DECA	MLHS	\$125/night (not to exceed 2 nights)	3/4/25	3/6/25
10.	Perry, Deanna	Appointment	Chaperone – Deaf Academic Bowl	LD	\$125/night (not to exceed 3 nights)	2/27/25	3/2/25
11.	Venanzi, Mary	Appointment	Chaperone - DECA	MLHS	\$125/night (not to exceed 3 nights)	3/4/25	3/6/25
12.	Verduin, Nicole	Appointment	Chaperone - NTID Regional Deaf Middle School Math Competition	LD	\$125/night (not to exceed 2 nights)	3/7/25	3/9/25
IVY H/WW/BC							
13.	Bogucz, Kelly	Appointment	Training - Destination Imagination Appraiser	BC	\$125	2/22/25	2/22/25
14.	Bogucz, Kelly	Appointment	Destination Imagination Appraiser	BC	\$250	3/22/25	3/22/25

1	Goldstein, Debbie	Appointment	School Social Worker SID#: 8138	WW	\$406	3/4/25	5/8/25
1	Goldstein, Debbie	Appointment	School Social Worker – Additional Hours – Case Mgmt/Counseling (5224)	WW	Hourly Rate (not to exceed 60 hrs.)	3/8/25	5/18/25
1	Gonzalez, Elizabeth	Appointment	LDT-C SID#: 8138	WW	\$406	3/8/25	5/8/25
1	Gonzalez, Elizabeth	Appointment	LDT-C Additional Hours – Case Mgmt (5224)	WW	Hourly Rate (not to exceed 120 hrs.)	3/8/25	5/18/25
1	Joy, Melba	Appointment	School Psychologist SID#: 8138	WW	\$406	3/8/25	5/8/25
2	Joy, Melba	Appointment	School Psychologist – Additional Hours - Meetings (5224)	WW	Hourly Rate (not to exceed 35 hrs.)	3/8/25	5/18/25
2	Joy, Melba	Appointment	School Psychologist – Additional Hours – Student Evaluations (5224)	WW	\$406/Eval (not to exceed 15 evals)	3/8/25	5/18/25
2	Levy, Ellen (OOD)	Appointment	Home Instruction SID #: 5255	BC	\$50/hr., (not to exceed 6 hrs.)	2/7/25	3/28/25
2	Levy, Ellen (OOD)	Appointment	Home Instruction SID #: 9324	BC	\$50/hr., (not to exceed 6 hrs.)	2/5/25	6/17/25
2	MacQueen, Patti (OOD)	Appointment	Home Instruction SID #: 5255	BC	\$50/hr., (not to exceed 24 hrs.)	2/7/25	3/28/25
2	MacQueen, Patti (OOD)	Appointment	Home Instruction SID #: 9324	BC	\$50/hr., (not to exceed 24 hrs.)	2/5/25	6/17/25
2	Perez, Ryan	Appointment	Time to Soar: Morning Care Door Duty	WW	\$23.50/hr.	2/17/25	6/30/25
2	Perez, Ryan	Appointment	Program Assistant: Time to Soar	WW	\$23.50/hr.	2/17/25	6/30/25

20.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	Position	Location	Rate of Pay	Start Date	Term Date
DISTRICT							
1.	Cabana, Michael (OOD)	Appointment	Volunteer – Boys’ Lacrosse	MLHS	N/A	3/1/25	6/15/25
2.	Sutter, Savannah	Appointment	Per Diem Substitute	DW	Per Board Approved Rate	3/15/25 (or sooner pending paperwork)	6/30/25

21.Field Trips Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following field trips for the 2024-2025 school year, as recommended by the Superintendent:

	Name	Location	Destination	Purpose	Cost to District	Date(s)
DISTRICT						
1.	Boehm, Brianna	MLHS	Budd Lake, NJ	Romeo & Juliet	\$0	4/16/25
2.	Buckley, Coleen	MLHS	Lake Drive School	Read Across America (ASL)	\$250	3/6/25
3.	Rodriguez, Begona	MLHS	Flemington, NJ	NJ Speech & Debate (NJSDL) State Championship	\$2,000	3/14-3/15/25
4.	Stanzione, Matthew Ramirez, Justin	MLHS	Atlantic City, NJ	2025 State Wrestling Tournament	\$1,773	3/5-3/8/25

5.	Vallies, Austin	MLHS	New York, NY	Lincoln Center Performance with Eric Whitacre (Chorus)	Substitute	4/12-4/14/25
IVY H/WW/BC						
6.	Alves, Michael	BC	Edison, NJ	Quiz Bowl Middle School State Championships	\$240	3/1/25
7.	Olearchik, Nicole	WW	Lake Drive School & Scribbles Pre-School	Seussical (5 th Grade Musical) Preview Tour	\$0	4/2 & 4/3/25
8.	Lombardi, Deidre	BC	Newark, NJ	State Robotics Competition	\$695	3/16/25
9.	Verduin, Nicole	WW	Kinnelon, NJ	Destination Imagination – NJ State Competition	\$0	3/22/25

22. 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					
1.	Perry, Deanna	LD	Univ. of California, San Diego	Tackling Challenging Behaviors in Middle and High School/160T02	3.3
2.	Zanziper, Tamar	LD	Walden University	Social Work Practice Research I/SOCW-6301	5
3.	Zanziper, Tamar	LD	Walden University	Skills Lab I/ SWLB 0651	1
4.	Zanziper, Tamar	LD	Walden University	Diversity, Human Rights, and Social Justice/ SOCW 6051	5
IVY H/WW/BC					
5.	O’Melia, Katherine	WW	Univ. Of St. Elizabeth	Curriculum, Instruction & Special Materials/ ED671	3
6.	Ramirez, Justin	BC	American College of Education	Leading Literacy Improvement/ LIT5243	3

C. MISCELLANEOUS

23. 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 # BC-005-24-25 reported the Board of Education on February 3, 2025, and discussed in Executive Session, as recommended by the Superintendent.

24. 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 # BC-006-24-25 reported the Board of Education on February 3, 2025, 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.

The motion was approved _____.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 3rd day of March 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 _____.

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*

2024-2025 District Goals

Goal Statement	Goal Area
1. Establish a system of support for administrators and certified staff members that promotes high quality feedback, instruction, and student learning using the Stronge Effectiveness Performance Evaluation System.	Ensuring the Success of All Staff
2. Assess and develop a plan to upgrade district security systems and practices with a focus on infrastructure, training, resources, and guidance to ensure safety and wellbeing for our students, staff members, and community.	Finance/Infrastructure/Technology Supporting the Whole Child
3. Develop a meaningful collaboration with Rockaway Valley School (Boonton Township) in an effort to align educational programming and other school systems that promote coherence for students, staff members, and families in the region.	Strong Family/School/Community Partnerships
4. Explore opportunities to strengthen and expand students' learning with rigorous, relevant, and engaging STEM education, across PreK-12th grade.	Ensuring the Success of All Students
5. Enhance communication and create channels for meaningful input between/among the district leadership, staff, and community partners to build trust, cohesion, and support for decision-making across the district.	Ensuring the Success of All Staff

2024-2025 Board Goals

Board Goal	Committee Support
1. Support the development and improvement of district personnel systems to retain high quality staff members and promote fair, consistent, and effective supervision across the district.	Personnel
2. Endeavor to reach a long-term agreement with Boonton Township School District extending the send-receive relationship for Rockaway Valley School students to attend Mountain Lakes High School.	Full Board, Negotiations
3. Develop a positive and collaborative relationship between the Board of Education and new superintendent to ensure a broad vision and governance plan for the district result in clear, appropriate, and effective decisions.	Full Board
4. Enhance communication and relationships between the Board of Education and Mountain Lakes staff by expanding BOE member attendance at key school programs and events and increasing staff and school highlights at regular BOE meetings.	Full Board
5. Secure and successfully transition a full time Business Administrator/Board Secretary with essential skills, dispositions, and knowledge to meet the diverse fiscal and operational needs of the district.	Finance, Facilities
6. Promote a safe and positive learning environment for all students by supporting the administration and staff with resources related to upgrades in school security and various wellness initiatives.	Facilities, Security