



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, August 25, 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 25th day of August 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

- NJGPA Results

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
	June 23, 2025	Special Meeting
	July 14, 2025	Regular and Executive Session
	July 24, 2025	Special Meeting

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) Lauren McIntyre Jennifer Parker	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 July 12, 2025 – August 22, 2025, as recommended by the Superintendent:*

Fund	Amount
General Fund (10)	\$1,698,745.30
Special Revenue Fund (20)	\$20,596.15
Capital Project Fund (30)	\$3,260.25
Debt Service Fund (40)	N/A
Cafeteria Account Fund (60)	\$12,605.20
Total	\$1,735,206.98

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

5. Budget Transfer

BE IT RESOLVED, that the Mountain Lakes Board of Education, in accordance with N.J.A.C. 6A:23A-13.3, approve the recognition of additional tuition revenue in the amount of \$645,632 in revenue account 10-1320-207, and further approve a corresponding increase in appropriations in the amount of \$645,632 in the following accounts, as recommended by the Superintendent:

1.	11-000-216-101-LR – Salaries, Speech/OT/PT – \$105,491
2.	11-000-240-105-LR – Salaries, School Administration – \$130,000
3.	11-207-100-101-LR – Salaries, Basic Skills/Remedial – \$214,694
4.	11-207-100-106-LR – Salaries, Basic Skills/Remedial – Aides – \$142,497
5.	11-000-230-590 – General Administration – Other Purchased Services – \$49,456
6.	11-000-251-100-LR – Salaries, Central Services – \$3,494

6. E.S.E.A. Grant

BE IT RESOLVED, that the Mountain Lakes Board of Education accepts the grant amounts and approves the submission of the 2025-26 Elementary and Secondary Education Act (E.S.E.A.) grant application, as recommended by the Superintendent:

Program	Allocation
Title II	\$10,836

7. Tuition Received: Non-resident, Individuals and other LEAs

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

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
1.	LD Advisory	10/9/25	10/9/25	Parent Workshop	\$1,300	\$1,300
2.	Miller, Barbara	8/25/25	6/30/26	Professional Development	\$500	\$2,500
3.	Noble, Karen	8/25/25	6/30/26	LDTC Specialized Evaluations	\$875.00 per evaluation \$100 per hour meeting attendance Mileage allowance .47 per mile plus tolls	Not to exceed \$32,000
4.	Osborne, Brian G.	7/1/25	6/30/26	Professional Development & Coaching	N/A	\$12,500
5.	Petrucci, Zac	8/25/25	6/30/26	Winter/Spring Concert Accompanist	\$100/Concert	\$200
6.	Sage Thrive	8/25/25	6/30/26	Professional Development	\$40,000	\$40,000

9. Travel / Conferences Expenditures 4

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.	Ciresi, Ivonne	District/Paramus, NJ	8/5/25	NJDOE: Educator Evaluation Guidance	\$15.50
2.	Gaffney, Victoria	MLHS/Pompton Plains, NJ	9/19/25	Conquer Math, 3 Stages of Learning: The Number System	\$212
3.	Gaffney, Victoria	MLHS/Pompton Plains, NJ	10/22/25	Conquer Math - Expressions and Equations	\$212
4.	Gaffney, Victoria	MLHS/Pompton Plains, NJ	11/24/25	Conquer Math - Ratios and Proportional Reasoning	\$212
5.	Gaffney, Victoria	MLHS/Pompton Plains, NJ	12/12/25	Conquer Math - Statistics and Probability	\$212
6.	Gaffney, Victoria	MLHS/Pompton Plains, NJ	1/28/26	Conquer Math - Geometry	\$212
7.	Riley, James	District/Eatontown, NJ	9/9/25	Systems 3000 - Required Web Session	\$75
8.	Searles, Raymond	District/Columbus, OH	9/18-9/19/25	National Association for College Admissions Counseling Conference 2025	\$2,015
9.	Siegel, Bradley	District/Phoenix, AZ	11/18-11/19/25	AI Super Summit (registration & travel)	\$1,650
10.	Wallace, Kevin	Off Site Sporting Events	7/1/25-6/30/26	Athletic Director - Games, Events and State Meets	.47/mile

11.	Wallace, Kevin	League, County & State Meetings	7/1/25-6/30/26	Athletic Director - League, County & State Meetings	.47/mile
IVY H/WW/BC					
12.	Alves, Michael	East Stroudsburg Univ., East Stroudsburg, PA	10/24/25	AI in Action: Empowering Language Learning with Innovation & Integrity	\$104
13.	Fleming, Marissa	BC/Virtual	8/4, 8/6 & 8/8/25	ROX (Ruling Out Experiences) Facilitator Training	\$1,600
14.	Goldstein, Debbie	DW	8/25/25 – 6/30/26	Travel to OOD Schools (Mileage)	Not to Exceed \$750
15.	Klein, Lauren	WW/ Morristown, NJ	11/12/25	Math Marathon Workshop - Presenter	\$0
16.	Klein, Lauren	WW/ Morristown, NJ	12/4/25	S.T.E.A.M. Adventures Workshop - Presenter	\$0
17.	Lederman, Lanie	WW/ Morristown, NJ	11/12/25	Math Marathon Workshop - Presenter	\$0
18.	Lederman, Lanie	WW/ Morristown, NJ	12/4/25	S.T.E.A.M. Adventures Workshop - Presenter	\$0
19.	Shaffer, Deliriz	WW/ Morristown, NJ	11/12/25	Math Marathon Workshop - Presenter	\$0
20.	Shaffer, Deliriz	WW/ Morristown, NJ	12/4/25	S.T.E.A.M. Adventures Workshop - Presenter	\$0
21.	St. John, Jill	WW	7/1/24-6/30/25	Provident Bank For All Deposits (Mileage 0.47/mile)	\$12.41

10. Disposition of Property

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			
1.	Soccer Uniforms (10+ years old)	\$100	Athletics / MLHS
2.	Textbooks	\$485	World Language / MLHS

11. Facilities Use

WHEREAS, the Mountain Lakes Board of Education approve the following request(s) for use of district facilities, as recommended by the Superintendent:

Group/Organization Name	Facility Requested	Purpose	Date	Fees (if applicable)
HERD Alumni Foundation	Wilkins Field	Pre-game performance	9/26/2025	N/A

12. Fiber Optic Connectivity Project, Change Order #1

WHEREAS, the Mountain Lakes Board of Education approve the award of a public works project for a Fiber Optic Connectivity Project to Millenium Communications Group, Inc. of East Hanover, NJ, in the amount of \$387,965.41, under New Jersey State Wiring Contract 23-TELE-45463 / #T2989., pursuant to N.J.S.A. 18A:18A-10, which authorizes the purchase of goods and services through contracts entered into by the State of New Jersey without the need for public advertising for bids.

BE IT RESOLVED, that the Mountain Lakes Board of Education approve change order number 1 in the amount of \$5,128.42 for furnish and install approximately 250', 1 1/4" black corrugated innerduct for protection of fiber optic cable through exposed ceilings at Maintenance Building and Wildwood School, as recommended by the Superintendent.

13. Application for Soil Erosion and Sediment Control Plan Certification

BE IT RESOLVED, that Mountain Lakes Board of Education approves the submission of the Application for Soil Erosion and Sediment Control Plan Certification to comply with the Soil Erosion and Sediment Control Act, Chapter 251, P.L. 1975 as amended (NJSA 4:24-39 et. seq.) for a fee of \$1,225.00, as recommended by the Superintendent.

14. Ice Hockey Shared Services Agreement with Boonton Town

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the 2025-26 cooperative ice hockey program shared services agreement with Boonton Town, as recommended by the Superintendent.

15. Transportation Routes Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Mountain Lakes residents' transportation routes for SY26, as recommended by the Superintendent:

	Route	Cost
1.	Mountain Lakes High School LHS – Zero Period	\$35,047.88
2.	Mountain Lakes High School / Briarcliff	\$35,047.88
3.	Wildwood Elementary School	\$35,047.88

B. MISCELLANEOUS

16. Approval of Memorandum of Agreement Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Memorandum of Agreement between the Mountain Lakes Education Association and the Mountain Lakes Board of Education, dated August 18, 2025, and is agreed by both parties that the following changes will be made to the Collective Bargaining Agreement, as recommended by the Superintendent.*

17. Approval of Memorandum of Agreement

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Memorandum of Agreement between the Mountain Lakes Administrator Association and the Mountain Lakes Board of Education, dated August 21, 2025, and is agreed by both parties that the following changes will be made to the Collective Bargaining Agreement, as recommended by the Superintendent.*

18. Settlement Agreement Δ

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) 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.

19. Settlement Agreement

BE IT RESOLVED by the Mountain Lakes Board of Education (hereinafter referred to as the “Board”) as follows:

1. The Board hereby approves the request for a leave of absence with pay from August 25, 2025 through November 30, 2025 by employee ID#5005 and whose name is on file in the Superintendent’s office.
2. The Board hereby approves the resignation of said employee effective December 1, 2025.
3. The terms, stipulation and conditions of the Settlement Agreement annexed to this Resolution, are hereby adopted, and approved by the Board of Education. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the attached Settlement Agreement, and any other documents necessary to effectuate same, as recommended by the Superintendent.

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

20. Position Creation/Modifications

WHEREAS, that the Mountain Lakes Board of Education approved the 2025-2026 budget on May 5, 2025; and

WHEREAS the balancing of the 2025-2026 budget required adjustments to personnel positions; and

NOW THEREFORE, BE IT RESOLVED, that the Mountain Lakes Board of Education approves the creation of the following personnel positions as listed below, as recommended by the Superintendent:

DISTRICT	
1.	SPT-LR-INT-08 – Interpreter (ASL) (1.0)
2.	SPS-LR-AID-U29-38 – Paraprofessional P/T (.97)
3.	SPS-LR-AID-U29-39 – Paraprofessional P/T (.97)
	SPS-LR-AID-U29-40 – Paraprofessional P/T (.97)
4.	SEC-HS-LIB-01 – Administrative Assistant – 10 month (1.0)

21. 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.	ID 5005	Resignation	TCH-HS-ENG-07	Teacher	MLHS	1.0	MA+30 / Step 15	\$102,424	9/1/14	11/30/25
2.	Barrett, Elizabeth	Revise Appointment	TCH-HS-BUS-02	Teacher	MLHS	.8	BA/ Step 1	\$51,644 (prorated)	10/15/25 (or sooner, pending paperwork)	6/30/26
3.	Bertrand, Megan	Revise Appointment	TCH-LR-TCH-29	Teacher	LD	1.0	MA/ Step 1	\$72,655	8/25/25	6/30/26
4.	DeJesus, Gabriela	Appointment	SPS-LR-AID-U29-38	Paraprofessional P/T	LD	.97	Step 1	\$22,976.82	8/25/25	6/30/26
5.	DeRocco, Claudia	Revise Appointment	TCH-LR-TCH-09	Teacher	LD	1.0	MA/ Step 2	\$73,905 (prorated)	10/15/25 (or sooner, pending paperwork)	6/30/26
6.	Elmosallamy, Ahmed	Appointment	SPS-LR-AID-U29-12	Paraprofessional P/T	LD	.97	Step 1	\$22,976.82	8/25/25	6/30/26

7.	Feliciano, Raquel	Appointment	SPS-LR-AID-U29-10	Paraprofessional P/T	LD	.97	Step 5	\$24,460.22 (prorated)	9/8/25 (or sooner pending paperwork)	6/30/26
8.	Mandanici, Michael	Appointment	SPS-LR-AID-U29-39	Paraprofessional P/T	LD	.97	Step 1	\$22,976.82	8/25/25	6/30/26
9.	Ondish, Jennifer	Appointment	SPT-LR-INT-08	Interpreter	LD	1.0	Step 6/Std	\$69,634 (prorated)	10/27/25 (or sooner pending paperwork)	6/30/26
10.	Paccioretti, Kate	Rescind Appointment	LTS-HS-TCH-01	Teacher – LTR (5005)	MLHS	1.0	BA/Step 2	\$65,805	8/25/25	6/30/26
11.	Paccioretti, Kate	Appointment	TCH-HS-ENG-07	Teacher	MLHS	1.0	BA/Step 2	\$65,805	8/25/25	6/30/26
12.	Patrucker, Danielle	Resignation	SPS-LR-AID-U29-10	Paraprofessional	LD	0.97	Step 9	27,939.30	9/1/21	9/5/25
13.	Petric, Lindsay	Revise Appointment	SEC-HS-LIB-01	Admin Asst. 10-Month	MLHS	1.0	Step 5	\$53,395	8/25/25	6/30/26
14.	Sang, Mackenzie	Appointment	SPS-LR-AID-U29-20	Paraprofessional P/T	LD	.97	Step 5	\$24,460.22 (prorated)	9/8/25 (or sooner pending paperwork)	6/30/26
15.	Schreck, Kelly	Appointment	SPS-LR-AID-U29-03	Paraprofessional P/T	LD	.97	Step 9	\$27,939.30 (prorated)	9/8/25 (or sooner pending paperwork)	6/30/26
16.	Sprenger, Amber	Resignation	SPS-LR-AID-U29-12	Paraprofessional P/T	LD	.97	Step 7	\$26,989.49	8/28/23	7/30/25
17.	Wallace, Orlando	Revise Appointment (Hours)	CUST-DW-CUST-20	Custodian -P/T (Days)	DW	.69	Step 1	\$38,416.80 (prorated)	7/21/25	6/30/26
IVY H/WW/BC										
18.	Holeczko, Taylor	Rescind Appointment	SPS-CST-AID-U29-07	Paraprofessional P/T	WW	.97	Step 9	\$27,939.30	10/19/22	7/31/25
19.	Holeczko, Taylor	Rescind Appointment	SPS-CST-AID-U29-15	Bus Aide P/T	WW	.21	Step 9	\$6,021.40	10/2/24	7/31/25
20.	Mayer, Judith	Appointment	LTS-WW-TCH-01	Teacher – LTR (5015)	WW	1.0	BA/Step 1	\$64,555 (prorated)	8/25/25	12/15/25
21.	Narain, Shubham	Resignation	SPS-CST-AID-U29-22	Paraprofessional P/T	Ivy H	0.97	Step 6	\$24,460.22	2/3/25	6/30/25
22.	Rajakumar, Inico	Appointment	SPS-CST-AID-U29-14	Paraprofessional P/T	BC	0.97	Step 6	\$25,249.95 (prorated)	9/15/25 (or sooner pending paperwork)	6/30/26
23.	Tarquino, Danielle	Appointment	LTS-BC -TCH-02	Teacher – LTR (5214)	BC	1.0	BA/Step 11	\$82,160 (prorated)	8/25/25	12/23/25

Additional Class Coverages										
	Name	Action	UPC	Position	Location	FTE	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT										
1.	Adams, Sarah	Appointment	TCH-HS-ART-02	Teacher – Additional Coverage	MLHS	.05	MA/ Step 15	\$5,507	8/25/25	6/30/26
2.	Buzzelli, Vincent	Appointment	TCH-BC-MUS-20	Teacher – Additional Coverage	MLHS	.16	MA/Step 6	\$12,706	8/25/25	6/30/26
3.	Eklund, Keriann	Appointment	TCH-HS-ENG-04	Teacher – Additional Coverage	MLHS	.10	MA/Step 15	\$10,561	8/25/25	6/30/26
4.	Fiorina, Teresa	Appointment	TCH-HS-21CS-02	Teacher – Additional Coverage	MLHS	.2	MA+60/Step 13	\$16,500	8/25/25	6/30/26
5.	Geveke, Diane	Appointment	TCH-HS-CST-05	Teacher – Additional Coverage	MLHS	.2	MA+30/Step 15	\$16,500	8/25/25	6/30/26
6.	Hill, Theresa	Appointment	TCH-BC-MUS-01	Teacher – Additional Coverage	MLHS	.2	BA/Step 15	\$16,500	8/25/25	6/30/26
7.	Politano, Christina	Appointment	TCH-HS-WL-07	Teacher – Additional Coverage	MLHS	.2	PhD/DOC/ Step 13	\$16,500	8/25/25	6/30/26
8.	Vallies, Austin	Appointment	TCH-HS-MUS-03	Teacher – Additional Coverage	MLHS	.1	BA/Step 15	\$9,501	8/25/25	6/30/26
9.	Yaiser, Ryan	Appointment	TCH-HS-MATH-02	Teacher – Additional Coverage	MLHS	.2	MA+30/Step 13	\$16,500	8/25/25	6/30/26
IVY H/WW/BC										
10.	Leshnowar, David	Appointment	TCH-BC-TCH-10	Additional Class Coverage	BC	.2	BA/Step 15	\$8,617	8/27/25	12/31/25
11.	Ramirez, Justin	Appointment	TCH-BC-TCH-19	Additional Class Coverage	BC	.2	BA/Step 4	\$5,781	8/27/25	12/31/25

22. 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.	5236	MLOA (Paid w/ benefits)	Teacher	LD	1.0	12/16/25	1/13/26
2.	5236	FMLA/NJFLA (Unpaid w/benefits)	Teacher	LD	1.0	1/14/26	4/3/26
3.	4075	MLOA (Paid w/benefits)	Teacher	LD	1.0	8/25/25	4/17/26
IVY H/WW/BC							
4.	5214	CCLOA (Unpaid w/o benefits)	Teacher	BC	1.0	11/17/25	1/2/26

23. 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								
1.	Barrett, Elizabeth	Appointment	Soccer: Girls	BC	Step 1	\$3,264	8/25/25	12/1/25
2.	Kennedy, Rebecca	Appointment	Kindergarten Team Co-Leader	WW	N/A	\$333.33	12/15/25	6/30/26

3.	Nakashian, Cheryl	Appointment	Kindergarten Team Co-Leader	WW	N/A	\$333.33	8/25/25	6/30/26
4.	Sumsion, Marlene	Appointment	Robotics	BC	Step 1	\$3,116	8/25/25	6/30/26
5.	Watson, Gigi	Appointment	Kindergarten Team Co-Leader	WW	N/A	\$333.33	8/25/25	6/30/26

Lake Drive Clubs/Activities – Schedule B (25-26 SY)

	Name	Action	Position	Location	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT								
1.	Cottone, Margo	Appointment	Jr. NAD	LD	Step 2	\$1,224	8/27/25	6/30/26
2.	Gates, Kristin	Appointment	Deaf Academic Team	LD	Step 3	\$2,652	8/27/25	6/30/26
3.	Richter, Deanna	Appointment	Jr. NAD	LD	Step 3	\$1,428	8/27/25	6/30/26
4.	Richter, Deanna	Appointment	Deaf Academic Team	LD	Step 3	\$2,652	8/27/25	6/30/26

MLHS Clubs/Activities – Schedule B (25-26 SY)

	Name	Action	Position	Location	Degree/Step	Rate of Pay	Start Date	Term Date
DISTRICT								
1.	Adams, Sarah	Appointment	MLHS Art Club	MLHS	Step 3	\$2,040	8/25/25	6/30/26
2.	Adams, Sarah	Appointment	Yearbook	MLHS	Step 3	\$5,100	8/25/25	6/30/26
3.	Alfano, Jessica	Appointment	Junior Class (2)	MLHS	Step 3	\$2,244	8/25/25	6/30/26
4.	Blood, Dara	Appointment	Junior Class (2)	MLHS	Step 3	\$2,244	8/25/25	6/30/26
5.	Buzzelli, Vincent	Appointment	Pep Band (2)	MLHS	Step 3	\$3,060	8/25/25	6/30/26
6.	Castellana, Alexa	Appointment	Environmental Club	MLHS	Step 1	\$2,040	8/25/25	6/30/26
7.	Chandra, Mukta	Appointment	Academic Team (sharing)	MLHS	Step 2	\$2,040	8/25/25	6/30/26
8.	Chandra, Mukta	Appointment	Chess Club	MLHS	Step 3	\$3,978	8/25/25	6/30/26
9.	Delgado, Kandy (OOD)	Appointment	Drama Set/Costume	MLHS	Step 3	\$3,060	8/25/25	6/30/26
10.	Delgado, Kandy (OOD)	Appointment	Musical Costumer	MLHS	Step 3	\$3,060	8/25/25	6/30/26
11.	Doniloski, Jason	Appointment	Freshman Class (2)	MLHS	Step 3	\$1,734	8/25/25	6/30/26
12.	Doniloski, Jason	Appointment	Peer Group (2)	MLHS	Step 3	\$2,244	8/25/25	6/30/26
13.	Fiorina, Teresa	Appointment	Cooking Club	MLHS	Step 3	\$2,040	8/25/25	6/30/26
14.	Fiorina, Teresa	Appointment	Sophomore Class (2)	MLHS	Step 3	\$1,734	8/25/25	6/30/26
15.	Gillespie, Sarah	Appointment	Mock Trial	MLHS	Step 2	\$3,497	8/25/25	6/30/26

16.	Gillespie, Sarah	Appointment	Senior Class (2)	MLHS	Step 3	\$2,754	8/25/25	6/30/26
17.	Goncalves, Joao	Appointment	Jazz Band (2)	MLHS	Step 3	\$3,703	8/25/25	6/30/26
18.	Hill, Theresa	Appointment	Musical Instrumental Director	MLHS	Step 2	\$3,060	8/25/25	6/30/26
19.	Merritt, Douglas	Appointment	MLHS Robotics Club	MLHS	Step 3	\$4,080	8/25/25	6/30/26
20.	Hodic, Catherine	Appointment	Drama Assistant	MLHS	Step 1	\$2,805	8/25/25	6/30/26
21.	Hodic, Catherine	Appointment	Musical Assistant	MLHS	Step 1	\$2,805	8/25/25	6/30/26
22.	Merritt, Douglas	Appointment	Senior Class (2)	MLHS	Step 3	\$2,754	8/25/25	6/30/26
23.	Petrucci, Kristen	Appointment	Drama Club	MLHS	Step 1	\$2,040	8//25/25	6/30/26
24.	Petrucci, Kristen	Appointment	Drama Director	MLHS	Step 1	\$5,610	8/25/25	6/30/26
25.	Petrucci, Kristen	Appointment	Musical Director	MLHS	Step 1	\$5,916	8/25/25	6/30/26
26.	Novachevska, Diana	Appointment	Art Director	MLHS	Step 1	\$2,040	8/25/25	6/30/26
27.	Novachevska, Diana	Appointment	Literary Magazine	MLHS	Step 3	\$3,060	8/25/25	6/30/26
28.	Price, Ryan	Appointment	Jazz Band (2)	MLHS	Step 3	\$3,703	8/25/25	6/30/26
29.	Price, Ryan	Appointment	Pep Band (2)	MLHS	Step 3	\$3,060	8/25/25	6/30/26
30.	Rodriguez, Begona	Appointment	Debate Team (sharing)	MLHS	Step 3	\$3,412	8/25/25	6/30/26
31.	Rodriguez, Begona	Appointment	Spanish Club	MLHS	Step 3	\$1,734	8/25/25	6/30/26
32.	Scancarella, John	Appointment	Robotics - Assistant	MLHS	Step 3	\$1,734	8/25/25	6/30/26
33.	Scancarella, John	Appointment	Science Olympiad	MLHS	Step 3	\$1,734	8/25/25	6/30/26
34.	Suarez, Jennifer	Appointment	Peer Group (2)	MLHS	Step 3	\$2,244	8/25/25	6/30/26
35.	Suarez, Jennifer	Appointment	Sophomore Class (2)	MLHS	Step 3	\$1,734	8/25/25	6/30/26
36.	Suarez, Jennifer	Appointment	Wingman Trainer	MLHS	N/A	\$4,500	8/25/25	6/30/26
37.	Tsai, Angela (OOD)	Appointment	Musical Producer	MLHS	Step 3	\$3,468	8/25/25	6/30/26
38.	Vallies, Austin	Appointment	Choir	MLHS	Step 3	\$3,703	8/25/25	6/30/26
39.	Vallies, Austin	Appointment	Musical Vocal Director	MLHS	Step 3	\$3,570	8/25/25	6/30/26
40.	Ziccardi, Richard	Appointment	Mountaineer	MLHS	Step 1	\$4,395	8/25/25	6/30/26

24. 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.	Blake, David	Appointment	Irrigation Systems Maintenance	DW	\$3,000	7/1/25	6/30/26
2.	Doniloski, Jason	Appointment	Bus Duty (PM)	MLHS	\$25/day	8/27/25	6/30/26

3.	Gonzalez, Elizabeth	Revise Appointment	Teacher – Summer School	MLHS	Hourly rate (not to exceed 60 hrs.)	6/30/25	7/25/25
4.	Hodic, Catherine	Appointment	Summer Hours (Sr. Parking)	MLHS	Hourly rate (not to exceed 6 hrs.)	8/21/25	8/22/25
5.	Lindsay, Maria	Appointment	Senior College Night	MLHS	\$50/hr. (not to exceed 2 hrs.)	9/03/25	9/03/25
6.	Macko, Lauren	Appointment	Senior College Night	MLHS	\$50/hr. (not to exceed 2 hrs.)	9/03/25	9/03/25
7.	Miele-Motyka, Susan	Appointment	Canvas Training - NEEO	DW	\$125.00	8/20/25	8/20/25
8.	Pelchat, Cara	Appointment	Senior College Night	MLHS	\$50/hr. (not to exceed 2 hrs.)	9/03/25	9/03/25
9.	Vlashi, Imihan	Appointment	Custodian Shift Differential (M-TH & S)	DW	\$3,000	9/1/25	6/30/26
10.	Wallace, Christopher	Appointment	Bus Duty (PM) Substitute	MLHS	\$25/day	8/27/25	6/30/26
11.	Weinroth, Gail	Appointment	Senior College Night	MLHS	\$50/hr. (not to exceed 2 hrs.)	9/03/25	9/03/25
IVY H/WW/BC							
12.	Calandra, Lauren	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
13.	Cromwell, Michelle	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
14.	Doolittle, Christina	Appointment	New Student Orientation	BC	\$50/hr. (not to exceed 2 hrs.)	8/19/25	8/19/25
15.	Doolittle, Christina	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
16.	Elko, Kimberly	Appointment	One Day Quick Start Units of Study training	WW	\$150/day	8/18/25	8/18/25
17.	Goldstein, Debbie	Revise Appointment	Summer Meetings and Case Mgmt	HS	Hourly rate (not to exceed 80 hrs.)	6/30/25	7/25/25
18.	Goldstein, Debbie	Appointment	Annual Travel Stipend	WW	\$1,250	8/25/25	6/30/26
19.	Law, Christine	Revise Appointment	Library Media Specialist – Summer Hours	WW	Hourly Rate (not to exceed 30 hrs.)	7/1/25	8/22/25
20.	Lederman, Lainie	Appointment	One Day Quick Start Units of Study training	WW	\$150/day	8/18/25	8/18/25
21.	Miele-Motyka, Susan	Appointment	New Student Orientation	BC	\$50/hr. (not to exceed 2 hrs.)	8/19/25	8/19/25
22.	Peifly, Jennifer	Appointment	New Student Orientation	BC	\$50/hr. (not to exceed 2 hrs.)	8/19/25	8/19/25
23.	Pelliconi Debbie	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
24.	Platt, Kaitlin	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
25.	Questa, Alexandra	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
26.	Roth, Brianna	Appointment	One Day Quick Start Units of Study training	WW	\$150/day	8/18/25	8/18/25
27.	St. John, Jill	Appointment	Back to School Night – Office Secretary	WW	Hourly Rate (not to exceed 2.5 hrs.)	9/10/25	9/10/25
28.	Tartaglia, Jacqueline	Appointment	Executive Functioning Training	BC	\$125/day (not to exceed two days)	7/23/25	7/29/25
29.	Van Teyens, Merrily	Appointment	Back to School Night – Office Secretary	BC	\$50/hr. (not to exceed 2 hrs.)	9/18/25	9/18/25

MLHS Summer Academy Staff 2025							
DISTRICT							
Name	Action	Position	Location	Rate of Pay	Start Date	Term Date	
1	Chandra, Mukta	Revise Appointment	SAT Math Teacher	MLHS	\$750	7/14/25	7/25/25

TIME TO SOAR (AM & PM)							
Wildwood Time to Soar							
	Name	Action	Position	Location	Rate of Pay	Start Date	Term Date
1.	Benedetto, Gina	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
2.	Castan, Carly (OOD)	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
3.	Chara, Susan	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
4.	Ciulla, Kristina	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
5.	Falk, Sara	Appointment	Site Coordinator: Time to Soar (Co-Coordinator)	WW	\$1,855	8/27/25	6/30/26
6.	Falk, Sara	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
7.	Falk, Sara	Appointment	Substitute AM Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
8.	Higgins, Patrick	Appointment	Program Director: Time to Soar	WW	\$8,479	8/27/25	6/30/26
9.	Holeczko, Taylor	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
10.	Liberato, Dominique	Appointment	Substitute PM Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
11.	O'Melia, Katherine	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
12.	Olearchik, Nicole	Appointment	Substitute PM Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
13.	Perez, Ryan	Appointment	Morning Care Door Duty: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
14.	Perez, Ryan	Appointment	Substitute PM Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
15.	Santana, Rebecca	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
16.	Schmidt, Tammy	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
17.	St. John, Jill	Appointment	Accounting Support: Time to Soar	WW	\$3,710	8/27/25	6/30/26
18.	St. John, Jill	Appointment	Site Coordinator: Time to Soar (Co-Coordinator)	WW	\$1,855	8/27/25	6/30/26
19.	St. John, Jill	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
20.	Valvano, Sarah	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26
21.	Watson, Gigi	Appointment	Program Assistant: Time to Soar	WW	\$24.40/hr.	8/25/25	6/30/26
22.	Ziegler, Robin	Appointment	Program Assistant: Time to Soar	WW	\$26.50/hr.	8/27/25	6/30/26

TIME TO SOAR (AM & PM)							
Lake Drive Time to Soar							
	Name	Action	Position	Location	Rate of Pay	Start Date	Term Date
1.	Carangelo, Anthony	Appointment	Program Assistant: Time to Soar – Substitute	LD	\$26.50/hr.	8/27/25	6/30/26

2.	Ciasulli, Keri	Appointment	Program Assistant: Time to Soar – Substitute	LD	\$26.50/hr.	8/27/25	6/30/26
3.	Daly, Lauren	Appointment	Program Assistant: Time to Soar – Substitute	LD	\$26.50/hr.	8/27/25	6/30/26
4.	DeStefano, Amanda	Appointment	Program Assistant: Time to Soar	LD	\$26.50/hr.	8/27/25	6/30/26
5.	Gonzalez, Maria	Appointment	Program Assistant: Time to Soar	LD	\$26.50/hr.	8/27/25	6/30/26
6.	Ricca, Anastasia	Appointment	Program Assistant: Time to Soar	LD	\$26.50/hr.	8/27/25	6/30/26
7.	Valvano, Sarah	Appointment	Program Assistant: Time to Soar	LD	\$26.50/hr.	8/27/25	6/30/26
8.	Wendler, Sharon	Appointment	Program Assistant: Time to Soar	LD	\$26.50/hr.	8/27/25	6/30/26
9.	Wendler, Sharon	Appointment	Site Supervisor – Time to Soar	LD	\$3,710	8/27/25	6/30/26

25. Substitutes, Volunteers and Intern Appointments 4

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.	Baird, Kimberly	Appointment	Weekly Field Experience (12 hours/week – L. Daly)	LD	N/A	8/25/25	12/5/25
2.	Bariletto, Christina	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
3.	Gillis, Kevin	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
4.	Barrett, Elizabeth	Appointment	Long Term Substitute	MLHS	Board Approved Rate	8/25/25	10/15/26
5.	DeRocco, Claudia	Appointment	Long Term Substitute	LD	Board Approved Rate	8/25/25	10/15/26
6.	Freedman, Aaron	Appointment	Volunteer	DW	N/A	8/27/25	6/30/26
7.	Marotta, Jennifer	Appointment	Musical Art Director - Volunteer	MLHS	N/A	8/27/25	6/30/26
8.	Mayer, Judith	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
9.	McHugh, Grace	Appointment	Student Teacher (L. Eis)	LD	N/A	8/25/25	12/5/25
10.	Minick, Casey	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
11.	Schmidt, Judith	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
12.	Sutter, Savannah	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
13.	Reid, Robert	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26
14.	Van Dooijeweert, Dawn	Appointment	Per Diem Substitute	DW	Board Approved Rate	8/27/25	6/30/26

26. 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	School	Destination	Purpose	Cost to District	Date(s)
DISTRICT						
1.	Doniloski, Jason	MLHS	Fort Pierce, FL	Baseball Spring Training	\$2,000	3/21-3/25/26
IVY H/WW/BC						
2.	Klein, Lauren	WW	WW	Native American Workshops (led by Jeff Keith) for 3 rd Grade	\$1,200	10/28/25, 10/29/25 & 11/11/25
3.	Lih, Erik	BC	Boston, MA	8 th Grade Trip	\$2,750	6/9-6/11/26

27. 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.	Cook, Denis	MLHS	Montclair State Univ.	Mathematics Education Leadership/MATH 811	3.0
2.	Stolarczuk, Kayla	MLHS	Western Governors Univ.	Learning Experience Design Foundations II/D292	3.0
3.	VanderLaan, Brooke	LD	Missouri State Univ.	Language Development: Deaf and Hard of Hearing I/SPE 757	3.0
4.	VanderLaan, Brooke	LD	Missouri State Univ.	Counseling: Deaf and Hard of Hearing/ SPE 766	3.0
5.	VanderLaan, Brooke	LD	Missouri State Univ.	Reading: Deaf and Hard of Hearing/SPE 765	3.0
6.	VanderLaan, Brooke	LD	Missouri State Univ.	Speech Development: Deaf and Hard of Hearing I/SPE 762	3.0
IVY H/WW/BC					
7.	Alves, Michael	BC	Montclair State Univ.	Differentiated Supervision/ELAD 540	3.0
8.	Alves, Michael	BC	Montclair State Univ.	Curriculum, Instruction and Assessment/ELAD 635	3.0
9.	Bogucz, Kelly	BC	Savannah College of Art & Design	Drawing for Illustrators/ILLU 714	5.0
10.	Omelia, Katherine	WW	Farleigh Dickinson Univ.	Structured Literacy: Students with Reading Difficulties 1 / EDUC 6813	3.0
11.	Ramirez, Justin	BC	American College of Education	Law and Policy/EL5753	3.0
12.	Ramirez, Justin	BC	American College of Education	Internship Experience for Educational Leadership/EL5983	3.0

28. Job Description

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

	Title:
1.	Administrative Assistant – Accounts Payable
2.	Administrative Assistant – Accounts Receivable
3.	Administrative Assistant – Payroll and Benefits
4.	Executive Administrative Assistant to the Assistant Superintendent
5.	Executive Administrative Assistant to the Business Administrator
6.	Executive Administrative Assistant to the Superintendent

B. CURRICULUM / SPECIAL SERVICES

C. MISCELLANEOUS

29. Use of Electronic Communication Devices

BE IT RESOLVED, that the Mountain Lakes Board of Education suspend Bylaw 0131 and adopt revised Policy 0169.3 and new Regulation 0169.3 as presented with one reading, effective immediately, so that it may be in effect prior to the start of the 2025-26 school year, as recommended by the Superintendent.*

30. Board Policies

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

Action	Policy / Regulation Number	Policy Alert	Title	First Reading	Second Reading
New	0169.3	N/A	Code of Conduct and Expectations for Board Members	8/25/25	

31. Organizational Chart

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following Organizational Chart for the 2025-26 school year, as recommended by the Superintendent.*

32. Garden State Coalition of Schools

WHEREAS, the Board of Education wishes to join the Garden State Coalition of Schools (GSCS) for the 2025-26 school year, a member-directed grassroots advocacy organization successfully representing Boards of Education, parents, school administrators and community members in advocating for quality education for all New Jersey students for 33 years, and

WHEREAS, the Board of Education desires to be part of GSCS' efforts to focus on the inter-related issues of academic achievement, educational practices and school finance, while continuing to strengthen New Jersey school programs that have led to high student achievement, and

WHEREAS, by joining GSCS, the Board of Education will be joining 100 other New Jersey school districts, and

WHEREAS, membership in GSCS is initiated by a one-time resolution form each Board of Education wishing to join the Coalition,

NOW THEREFORE BE IT RESOLVED that the Board of Education does agree to join the Garden State Coalition of Schools, and

BE IT FURTHER RESOLVED that the Board secretary be authorized to initiate membership arrangements and pay the yearly dues, which may be pro-rated for the remainder of the year where applicable, based on the resolution date, as recommended by the Superintendent.

33. 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 #WW-001-24-25 reported the Board of Education on July 14, 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 25th day of August 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 _____.

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

2025-2026 District Goals

Goal Statement	Goal Area
1. Expand students’ active learning in PreK-12 classrooms through effective use of small group instruction, questioning strategies, and problem-solving activities.	Ensuring success of all students Ensuring success of all staff Supporting the whole child
2. Identify, develop, and implement plans to enrich STEM learning in all four schools by enhancing facilities, resources, curricula, and experiences outside of the classroom aligned to a clearly defined district vision.	Ensuring success of all students Ensuring success of all staff Finance / infrastructure / technology Strong family / school /community partnerships
3. Increase horizontal and vertical articulation practices and outcomes among staff members in the Mountain Lakes School District and between staff members of the district and Rockaway Valley School through structured professional collaboration opportunities.	Ensuring success of all students Ensuring success of all staff Strong family / school /community partnerships
4. Review and analyze programs, models, and research related to “social-emotional learning” for the classroom and make a formal recommendation to the Board of Education for the 2026-27 school year.	Ensuring success of all students Ensuring success of all staff Supporting the whole child Strong family / school /community partnerships

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