



**MOUNTAIN LAKES BOARD OF EDUCATION
HAND CARRY MOTIONS**

October 20, 2025

B. MISCELLANEOUS

24 (HC). Approval of Memorandum of Agreement

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 October 20, 2025, and is agreed by both parties that the following changes will be made to the Collective Bargaining Agreement, as recommended by the Superintendent:

2025-2026							
Job Title	Last Name	First Name	FTE	District Start Date	Salary	Longevity	Pensionable Salary
Athletic Director*	Wallace	Kevin	1	7/17/23	\$148,163	\$7,000	\$155,163
Guidance Director*	Searles, Jr.	Raymond	1	11/23/20	\$157,571	0	\$157,571
Supervisor	Sica	David	1	7/01/25	\$130,000	0	\$130,00
Supervisor	^Starita	Robert	1	9/01/25	\$140,000	0	\$140,000
*Salary change reflects additional assignment							
^prorated							
2026-2027							
Job Title	Last Name	First Name	FTE	District Start Date	Salary	Longevity	Pensionable Salary
Athletic Director	Wallace	Kevin	1	7/17/23	\$153,201	7,000	\$160,201
Guidance Director	Searles, Jr.	Raymond	1	11/23/20	\$162,928	0	\$162,928
Supervisor	Sica	David	1	7/01/25	\$134,420	0	\$134,420
Supervisor	Starita	Robert	1	9/01/25	\$144,760	0	\$144,760
2027-2028							
Job Title	Last Name	First Name	FTE	District Start Date	Salary	Longevity	Pensionable Salary
Athletic Director	Wallace	Kevin	1	7/17/23	\$158,410	7,000	\$165,410
Guidance Director	Searles, Jr.	Raymond	1	11/23/20	\$168,468	0	\$168,468
Supervisor	Sica	David	1	7/01/25	\$138,990	0	\$138,990
Supervisor	Starita	Robert	1	9/01/25	\$149,682	0	\$149,682

14 (HC). 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	School	FTE	Degree / Step	Rate of Pay	Start Date	Term Date
DISTRICT										
5.	Coss, Jason	Appoint ▾	SUP-DIST-JR TECH-02	Jr. IT Technician	DW ▾	1.0	Step 1	\$53,675 (prorated)	11/15/25 (or sooner, pending paperwork)	6/30/26
6.	Searles, Raymond Jr.	Revise ▾	SUPV-HS-GU D-01	Dir. Guidance/	DW ▾	1.0	N/A	\$157,571	7/1/25	6/30/26
7.	Wallace, Kevin	Revise ▾	SUP-HS- AD-01	Dir. Athletics	DW ▾	1.0	N/A	\$155,163	7/1/25	6/30/26
8.	Chang, Tiffany Hsiao Chien	Appoint ▾	SPT-LR-AID- U29-43	Paraprofessional P/T	LD ▾	.97	Step 5	\$24,460.22 (prorated)	11/15/25 (or sooner, pending paperwork)	6/30/26

16 (HC). Athletics / Extra Services (Schedule B Appointments)

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:

Clubs/Advisors										
	Name	Action	Position	Location	Degree/ Step	Rate of Pay	Start Date	Term Date		
DISTRICT										
1.	Sica, David	Appoint ▾	Aviation Club	MLHS ▾	Step 4 ▾	\$1,836	10/21/25	6/30/26		