



**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](http://www.mlschools.org)

**NOTICE**

The Regular Meeting of the Mountain Lakes Board of Education will be held on Monday, December 15, 2025 at 6:30pm at Mountain Lakes High School, 96 Powerville Road, Mountain Lakes, New Jersey

**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

RESOLVED, that the Mountain Lakes Board of Education hereby appoints Ivonne Cirese as the Board Secretary pro tem for its meeting of December 15, 2025 and January 5, 2026, as recommended by the Superintendent.

ROLL CALL

| <b>Board Member</b>                   | <b>Present</b> | <b>Absent</b> |
|---------------------------------------|----------------|---------------|
| 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, Mrs. Ivonne Cirese

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 15th day of December 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

- Girls Cross-Country Team Recognition: Mr. Kevin Wallace
- Long-Range Facilities Plan: Dr. Brad Siegel and Mr. Ryan Dunn

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:

|    | <b>Date</b>       | <b>Minutes</b>                |
|----|-------------------|-------------------------------|
| 1. | November 17, 2025 | Regular and Executive Session |

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**

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

**2025 LIAISONS**

|   |  |  |
|---|--|--|
| <b>Home and School Association (HSA)</b><br>Purvika Sheth | <b>ML Friends of the Arts (FOTA)</b><br>Aru Kulkarni       | <b>Sound Start Babies Foundation</b><br>Aruni Don    |
| <b>Laker Sports Club (LSC)</b><br>Sara Forman             | <b>NJ School Boards Delegate</b><br>T.J. Chiang            | <b>Traffic &amp; Safety (Borough)</b><br>T.J. Chiang |
| <b>ML Alumni Association (MLAA)</b><br>T.J. Chiang        | <b>Recreation Commission</b><br>Sara Forman                |  |
| <b>ML Education Foundation (MLEF)</b><br>Lauren McIntyre  | <b>Representative to the County SBA</b><br>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 November 14, 2025 - December 11, 2025, as recommended by the Superintendent:\*

|    | <b>Fund</b>                 | <b>Amount</b> |
|----|-----------------------------|---------------|
| 1. | General Fund (10)           | \$703,846.03  |
| 2. | Special Revenue Fund (20)   | \$41,412.11   |
| 3. | Capital Project Fund (30)   | N/A           |
| 4. | Debt Service Fund (40)      | N/A           |
| 5. | Cafeteria Account Fund (60) | \$68,891.98   |
| 6. | Total                       | \$814,150.12  |

**2. 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:

|                 | <b>Action</b> | <b>Student ID</b> | <b>School-Program</b> | <b>Start Date</b> | <b>End Date</b> | <b>Tuition</b> | <b>Extra Services</b> |
|-----------------|---------------|-------------------|-----------------------|-------------------|-----------------|----------------|-----------------------|
| <b>DISTRICT</b> |               |                   |                       |                   |                 |                |                       |
| 1.              | New           | Temp-12           | Lake Drive Regular    | 11/24/25          | 6/30/26         | \$55,596.16    |                       |
| 2.              | New           | Temp-14           | Lake Drive Regular    | 11/20/25          | 6/30/26         | \$56,492.88    |                       |
| 3.              | New           | 7216              | Lake Drive Regular    | 12/1/25           | 6/30/26         | \$54,251.08    |                       |
| 4.              | New           | 8770              | Lake Drive Regular    | 12/8/25           | 6/30/26         | \$51,561       | \$1,513.17            |
| 5.              | New           | 5110              | Lake Drive Regular    | 12/8/25           | 6/30/26         | \$51,561       |                       |
| 6.              | Change        | 4864              | Lake Drive Regular    | 10/28/25          | 6/30/26         | N/A            | -\$29,015.40          |
| 7.              | Change        | IFR-7             | Lake Drive Itinerant  | 11/1/25           | 6/30/26         | -\$2,280       |                       |
| 8.              | Change        | ICCh-2            | Lake Drive Itinerant  | 11/1/25           | 6/30/26         | -\$950         |                       |

**3. Out of District Placements  $\Delta$**

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the updated list of out-of-district placements for the 2025 extended school year and the 2025-2026 school year, as recommended by the Superintendent:

|                    | <b>Student ID</b> | <b>Placement</b>  | <b>Start Date</b> | <b>End Date</b> | <b>Tuition</b> |
|--------------------|-------------------|-------------------|-------------------|-----------------|----------------|
| <b>IVY H/WW/BC</b> |                   |                   |                   |                 |                |
| 1.                 | 0949              | The Center School | 7/1/25            | 7/31/25         | \$9,906.60     |

**4. Professional Services A**

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 |
|--------------------|--|------------|----------|--|---|--------------------------|
| <b>DISTRICT</b>    |  |            |          |  |   |                          |
| 1.                 | Silvergate Prep                                  | 11/21/25   | 1/16/26  | Home Instruction SID#: 7279  | \$50 per hour   | \$2,000                  |
| 2.                 | School Accounting Services, LLC (Steve Robinson) | 12/10/25   | 3/10/26  | School Business Administrator Consulting Services and Business Administrator Search Services | \$175 per hour (consulting fee)<br>\$8,500 (search fee) | 3 months                 |
| 3.                 | Scoir  | 1/1/26     | 6/30/26  | College & Career Readiness   | \$1,267   | 6 months                 |
| 4.                 | Scoir  | 7/1/26     | 6/30/27  | College & Career Readiness   | \$3,566.80  | 12 months                |
| 5.                 | VEL Construction                                 | 12/22/25   | 1/4/25   | Replacement of ceiling tiles at Lake Drive   | N/A   | \$9,970                  |
| <b>IVY H/WW/BC</b> |  |            |          |  |   |                          |
| 6.                 | Eastern DataComm, Inc.                           | 12/1/25    | 11/30/26 | Renewal of Video Camera Support for Briarcliff Middle School                                 | N/A   | \$4,875                  |

**5. Travel / Conferences Expenditures A**

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                     | School | Location           | Date                | Event Name  | Cost  |
|-----------------|--------------------------|--------|--------------------|---------------------|---|-------|
| <b>DISTRICT</b> |                          |        |                    |                     |   |       |
| 1.              | Anderson-Urriola, Alexis | MLHS   | Virtual            | 12/18/25            | AP Research Annual Required Training: Grade Articulation for the Presentation         | \$0   |
| 2.              | Crocker, Jennifer        | LD     | Montclair, NJ      | 2/27/26             | Deep Dive with Micro bits and Integrating AI  | \$7   |
| 3.              | Crocker, Jennifer        | LD     | Montclair, NJ      | 4/24/26             | Utilizing Robotics in Interdisciplinary Lesson  | \$7   |
| 4.              | Crocker, Jennifer        | LD     | Bloomfield, NJ     | 5/27/26             | Pillars of Computer Science - Artificial Intelligence                                 | \$0   |
| 5.              | Oakes, Catherine         | LD     | Virtual            | 11/21/25            | Treatment Planning For Autistic Children Who Use Echolalia                            | \$49  |
| 6.              | Oakes, Catherine         | LD     | Virtual            | 12/29/25 - 12/30/25 | Natural Language Acquisition In Autism: Echolalia To Self-Generated Language, Level 3 | \$200 |
| 7.              | Lazeration, Julie        | LD     | Mountain Lakes, NJ | 11/06/25            | Deaf Education Professionals Workshop   | \$0   |
| 8.              | Snowden, Gilbert         | DW     | Online             | 1/17/26 - 2/21/26   | Management Supervision and Human Resources  | \$853 |
| 9.              | Snowden, Gilbert         | DW     | Online             | 2/28/26 - 4/04/26   | Environmental Stewardship, Code Compliance and Sustainability                         | \$760 |
| 10.             | Snowden, Gilbert         | DW     | Online             | 4/11/26 - 4/25/26   | Preventive Maintenance  | \$483 |

|                    |                    |      |                |                     |   |         |
|--------------------|--------------------|------|----------------|---------------------|---|---------|
| 11.                | Snowden, Gilbert   | DW ▾ | Online         | 5/2/26 - 5/18/26    | Financial Management and Purchasing                             | \$483   |
| 12.                | Sutter, Cassandra  | LD ▾ | Atlantic, City | 2/19/26 - 2/20/26   | NJMEA States Conference for Music Educators                     | \$136   |
| <b>IVY H/WW/BC</b> |                    |      |                |                     |   |         |
| 13.                | Alves, Michael     | BC ▾ | Old Tappan, NJ | 12/08/25            | NJ AI Literacy Summit   | \$40    |
| 14.                | Sumsion, Marlene   | BC ▾ | Bloomfield, NJ | 4/17/26             | Pillars of Computer Science - Artificial Intelligence           | \$10    |
| 15.                | Elko, Matthew      | WW ▾ | Kinnelon, NJ   | 12/05/25            | PE Jams   | \$0     |
| 16.                | Landwehrle, Amanda | WW ▾ | Virtual        | 11/06/25 - 11/09/25 | Ruling Our eXperiences (ROX) Facilitator Certification Training | \$1,600 |
| 17.                | Olearchik, Nicole  | WW ▾ | Boonton, NJ    | 11/11/25            | Veterans Concert at RVS   | \$0     |
| 18.                | Schmidt, Tammy     | WW ▾ | Kinnelon, NJ   | 12/05/25            | PE Jams   | \$0     |

**6. 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   |
|--------------------|--------|--|---|
| <b>DISTRICT</b>    |        |  |   |
| 1.                 | LD ▾   | Do Good with Chipotle Fundraiser, 1/28/25 from 4-8 p.m.  | Lake Drive Middle School Math Team’s trip to the regionals in Pittsburgh, PA. |
| 2.                 | MLHS ▾ | Spring Musical Playbill “Booster” Sales (Parents, Family, and Friends) and Ads and Sponsorships (businesses) - 12/16-3/2/26  | Spring Musical Production Costs   |
| 3.                 | MLHS ▾ | “Percentage Weekend”: Hapgoods restaurant fundraiser, percentage of sales to customers with MLHS Theatre coupon - 2/19-22/26 | Spring Musical Production Costs   |
| <b>IVY H/WW/BC</b> |        |  |   |
| 4.                 | BC ▾   | Pet item donations for Montclair Animal Shelter  | Montclair Animal Shelter’s homeless pets                                      |
| 5.                 | BC ▾   | Candy Cane Gram Fundraiser   | Lake Drive Briarcliff Middle School Math team                                 |

**7. Disposition of Property**

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

|                 | Property                             | Amount | School / Department        |
|-----------------|--------------------------------------|--------|----------------------------|
| <b>DISTRICT</b> |                                      |        |                            |
| 1.              | Outdated/broken technology equipment | \$500  | MLSD Technology Department |

**8. Facilities Use *Δ***

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following request(s) for use of district facilities and grounds, as recommended by the Superintendent:

|                 | Request                | Purpose of Use | Facilities       | Date             | Time               | Fee Type |
|-----------------|------------------------|----------------|------------------|------------------|--------------------|----------|
| <b>DISTRICT</b> |                        |                |                  |                  |                    |          |
| 1.              | Mountain Lakes Borough | Elections      | HS Auxiliary Gym | 2/5/26 & 4/16/26 | 6:00 am - 10:00 pm | N/A      |

| IH/WW/BC |                                  |          |    |         |                    |     |
|----------|----------------------------------|----------|----|---------|--------------------|-----|
| 2.       | Mountain Lakes Police Department | Training | BC | 2/18/26 | 8:00 am - 12:00 pm | N/A |

**9. Stale Outstanding Checks**

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the cancellation of the following stale outstanding checks issued prior to May 31, 2024, as recommended by the Superintendent.

|    | Date Issued | Check Number | Check Amount |
|----|-------------|--------------|--------------|
| 1. | 6/28/23     | #151216      | \$368.37     |
| 2. | 5/31/24     | #151385      | \$484.20     |

**10. FieldTurf USA, Inc. Change Orders**

BE IT RESOLVED that the Mountain Lakes Board of Education approved the following change orders with FieldTurf USA, Inc. of Calhoun, GA on May 5, 2025 as part of the design and construction of a turf field located at Mountain Lakes High School (“The Pit”), under the Keystone Purchasing Network cooperative purchasing contract #202401-01:

BE IT RESOLVED, that the Mountain Lakes Board of Education approve change order number 9 in the amount of \$10,901.65 for eliminating the backstop netting and replacing it with chainlink fence, as recommended by the Superintendent.

**B. MISCELLANEOUS**

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

**A. PERSONNEL**

**11. 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 |
|-----------------|------------------|----------|-------------------------------------|--|--------|------|---------------------|------------------------|---------------------------------------|-----------|
| <b>DISTRICT</b> |                  |          |                                     |  |        |      |                     |                        |                                       |           |
| 1.              | Riley, James     | Resign   | ADM-DIST -BA-01                     | Business Administrator/ Board Secretary                          | DW     | 1.0  | N/A                 | \$183,713              | 1/2/25                                | 12/14/25  |
| 2.              | Ciasulli, Keri   | Transfer | TCH-LR-T CH-17 to SUPV-DIST -CAS-05 | Teacher to Supervisor of Spec. Ed. - Deaf & Hard of Hearing K-12 | LD     | 1.0  | MA/ Step 15 to MLAA | \$109,420 to \$140,000 | 1/30/26 (or sooner pending paperwork) | 6/30/26   |
| 3.              | Matyiku, Melissa | Resign   | SPS-LR-AI D-U29-18                  | Paraprofessional P/T   | LD     | 0.97 | Step 8              | \$26,989.49            | 8/26/23                               | 1/12/26   |
| 4.              | Rich, Casey      | Resign   | SPS-LR-AI D-U29-27                  | Paraprofessional P/T   | LD     | 0.97 | Step 9              | \$27,939               | 10/17/22                              | 1/2/26    |
| 5.              | Weiss, Owen      | Resign   | SPS-LR-AI D-U29-07                  | Paraprofessional P/T   | LD     | 0.97 | Step 7              | \$26,093.04            | 8/26/24                               | 12/23/25  |

| Additional Class Coverages |                |           |               |                               |        |     |             |             |            |           |
|----------------------------|----------------|-----------|---------------|-------------------------------|--------|-----|-------------|-------------|------------|-----------|
|                            | Name           | Action    | UPC           | Position                      | School | FTE | Degree/Step | Rate of Pay | Start Date | Term Date |
| IVY H/WW/BC                |                |           |               |                               |        |     |             |             |            |           |
| 1.                         | Alves, Michael | Appoint ▾ | TCH-BC-TCH-09 | Teacher - Additional Coverage | BC ▾   | .08 | MA/Step 15  | \$5,820     | 11/17/25   | 6/30/26   |

**12. Leaves of Absence**  $\Delta$

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

|             | ID#  | Action   | Position             | School    | FTE  | Start Date | Term Date |
|-------------|------|--|----------------------|-----------|------|------------|-----------|
| DISTRICT    |      |  |                      |           |      |            |           |
| 1.          | 5389 | MLOA (paid w/benefits)   | Teacher              | LD@MLHS ▾ | 1.0  | 2/2/26     | 3/3/26    |
| 2.          | 5389 | FMLA (unpaid w/ benefits)  | Teacher              | LD@MLHS ▾ | 1.0  | 3/3/26     | 3/20/26   |
| 3.          | 5389 | FMLA/NJFLA (unpaid w/ benefits)                                      | Teacher              | LD@MLHS ▾ | 1.0  | 3/23/26    | 6/12/26   |
| 4.          | 4168 | FMLA/NJFLA (Intermittent, unpaid w/benefits - not to exceed 60 days) | Interpreter          | LD@MLHS ▾ | 1.0  | 12/16/25   | 6/30/26   |
| IVY H/WW/BC |      |  |                      |           |      |            |           |
| 5.          | 5687 | MLOA (paid w/out benefits)   | Paraprofessional P/T | BC ▾      | 0.97 | 11/25/25   | 11/28/25  |
| 6.          | 5687 | MLOA (unpaid w/out benefits)   | Paraprofessional P/T | BC ▾      | 0.97 | 12/1/25    | 12/12/25  |

**13. 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:

|          | Name                         | Action    | Position  | School | Degree/Step | Rate of Pay        | Start Date | Term Date |
|----------|------------------------------|-----------|---|--------|-------------|--------------------|------------|-----------|
| DISTRICT |                              |           |   |        |             |                    |            |           |
| 1.       | O'Shaughnessy, Griffen (OOD) | Revise ▾  | Assistant Coach - Ice Hockey  | MLHS ▾ | Step 1 ▾    | \$3,465 (prorated) | 12/11/25   | 3/8/26    |
| 2.       | Sebesto, Alyssa (OOD)        | Appoint ▾ | Non-Athletic: clock worker, crowd control, ticket taker, site manager | DW ▾   | N/A ▾       | BOE Approved Rate  | 11/1/25    | 6/30/26   |

**14. Additional Compensation**  $\Delta$

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       | School | Rate of Pay | Start Date | Term Date |
|----------|---------------|-----------|----------------|--------|-------------|------------|-----------|
| DISTRICT |               |           |                |        |             |            |           |
| 1.       | Levine, Julie | Appoint ▾ | Board Recorder | DW ▾   | Hourly Rate | 12/15/25   | 3/31/26   |

|     |                          |           |                                |        |                    |          |          |
|-----|--------------------------|-----------|--------------------------------|--------|--------------------|----------|----------|
| 2.  | Pastor, Elise            | Appoint ▾ | Interpreter - MLHS Musical     | LD ▾   | \$900              | 12/15/25 | 3/15/26  |
| 3.  | Restrepo, Carly          | Appoint ▾ | Interpreter- MLHS Musical      | LD ▾   | \$900              | 12/15/25 | 3/15/26  |
| 4.  | Restrepo, Carly          | Appoint ▾ | Interpreter - BC Play          | LD ▾   | \$600              | 12/15/25 | 3/31/26  |
| 5.  | Richter, Deanna          | Appoint ▾ | Interpreter - MLHS Musical     | LD ▾   | \$900              | 12/15/25 | 3/15/26  |
| 6.  | Richter, Deanna          | Appoint ▾ | Interpreter - BC Play          | LD ▾   | \$600              | 12/15/25 | 3/31/26  |
| 7.  | Anderson-Urriola, Alexis | Appoint ▾ | Home Instruction<br>SID: 8304  | MLHS ▾ | \$50/hr. NTE 5 hrs | 12/1/25  | 12/31/25 |
| 8.  | Adams, Sarah             | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 9.  | Barrett, Elizabeth       | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 10. | Blood, Dara              | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 11. | Busch, Claire            | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 12. | Castellana, Alex         | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 13. | Cornell, Vicki           | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 14. | Cortese, Lisa            | Appoint ▾ | Summer Academy<br>Co-Principal | MLHS ▾ | \$3,000            | 12/16/25 | 8/31/26  |
| 15. | Cottone, Margo           | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 16. | DeTrollo (Siino), Alyssa | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 17. | Elfers, Robert           | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 18. | Giousios, George         | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 19. | Hill, Theresa            | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 20. | Humphreys, Ryan          | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 21. | Larkin, Jennifer         | Appoint ▾ | Home Instruction<br>SID: 8304  | MLHS ▾ | \$50/hr. NTE 5 hrs | 12/1/25  | 12/31/25 |
| 22. | Lindsay, Maria           | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 23. | Lindsay, Maria           | Appoint ▾ | Junior College Kick-Off        | MLHS ▾ | \$50/hr. NTE 2 hrs | 1/8/26   | 1/8/26   |
| 24. | Macko, Lauren            | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 25. | Macko, Lauren            | Appoint ▾ | Junior College Kick-Off        | MLHS ▾ | \$50/hr. NTE 2 hrs | 1/8/26   | 1/8/26   |
| 26. | Mangili, Richard         | Appoint ▾ | Summer Academy<br>Co-Principal | MLHS ▾ | \$3,000            | 12/16/25 | 8/31/26  |
| 27. | Novachevska, Diana       | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 28. | Paccioretti, Kate        | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 29. | Pelchat, Cara            | Appoint ▾ | 8th Grade Open House           | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 30. | Pelchat, Cara            | Appoint ▾ | Junior College Kick-Off        | MLHS ▾ | \$50/hr. NTE 2 hrs | 1/8/26   | 1/8/26   |

|                    |                       |           |  |        |                    |          |          |
|--------------------|-----------------------|-----------|--|--------|--------------------|----------|----------|
| 31.                | Politano, Cristina    | Appoint ▾ | 8th Grade Open House                             | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 32.                | Spence-Reid, Patricia | Appoint ▾ | Home Instruction<br>SID: 8304                    | MLHS ▾ | \$50/hr. NTE 5 hrs | 12/1/25  | 12/31/25 |
| 33.                | Price, Ryan           | Appoint ▾ | 8th Grade Open House                             | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 34.                | Wallace, Christopher  | Appoint ▾ | Home Instruction<br>SID: 8304                    | MLHS ▾ | \$50/hr. NTE 5 hrs | 12/1/25  | 12/31/25 |
| 35.                | Weinroth, Gail        | Appoint ▾ | 8th Grade Open House                             | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| 36.                | Weinroth, Gail        | Appoint ▾ | Junior College Kick-Off                          | MLHS ▾ | \$50/hr. NTE 2 hrs | 1/8/26   | 1/8/26   |
| 37.                | Vallies, Austin       | Appoint ▾ | 8th Grade Open House                             | MLHS ▾ | \$50/hr. NTE 2 hrs | 12/3/25  | 12/3/25  |
| <b>IVY H/WW/BC</b> |                       |           |  |        |                    |          |          |
| 38.                | Goldstein, Debra      | Appoint ▾ | Social History Update -<br>Evaluation SID#: 2684 | WW ▾   | \$150              | 11/21/25 | 1/21/26  |
| 39.                | Gonzalez, Elizabeth   | Appoint ▾ | Educational Evaluation<br>SID#: 2684             | WW ▾   | \$414              | 11/21/25 | 1/21/26  |

**15. Substitutes, Volunteers, and Intern Appointments  $\Delta$**

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

|                    | Name               | Action    | Position   | School    | Rate of Pay         | Start Date | Term Date |
|--------------------|--------------------|-----------|--|-----------|---------------------|------------|-----------|
| <b>DISTRICT</b>    |                    |           |  |           |                     |            |           |
| 1.                 | Chang, Hsiao Chien | Appoint ▾ | Per Diem Substitute  | LD ▾      | Board Approved Rate | 12/16/25   | 6/30/26   |
| 2.                 | Gil Cadillo, Abril | Appoint ▾ | Long Term Substitute<br>(5236 & 4075)  | LD ▾      | \$190/day           | 1/2/26     | 3/15/26   |
| 3.                 | Hobaugh, Kendall   | Appoint ▾ | Per Diem Substitute  | DW ▾      | Board Approved Rate | 12/16/25   | 6/30/26   |
| 4.                 | Matyiku, Melissa   | Appoint ▾ | St. Joseph's Univ.<br>Student Teacher (5198)                                       | LD@BC ▾   | N/A                 | 1/13/26    | 4/24/26   |
| 5.                 | Matyiku, Melissa   | Appoint ▾ | Per Diem Substitute  | DW ▾      | Board Approved Rate | 1/13/26    | 6/30/26   |
| 6.                 | McHugh, Grace      | Appoint ▾ | Per Diem Substitute  | DW ▾      | Board Approved Rate | 12/16/25   | 6/30/26   |
| 7.                 | Rich, Casey        | Appoint ▾ | RIT - Student Teacher<br>(5744 & 4057)   | LD@MLHS ▾ | N/A                 | 1/5/26     | 5/8/26    |
| 8.                 | Rich, Casey        | Appoint ▾ | Per Diem Substitute  | DW ▾      | Board Approved Rate | 1/5/26     | 6/30/26   |
| 9.                 | Serillo, Olyvia    | Appoint ▾ | Occupational Therapy -<br>Fieldwork Level 2<br>(4385)                              | IVY H ▾   | N/A                 | 1/26/26    | 4/12/26   |
| 10.                | White, Ryley       | Appoint ▾ | Long Term Substitute<br>(5636)   | LD ▾      | \$190/day           | 12/15/25   | 3/15/26   |
| <b>IVY H/WW/BC</b> |                    |           |  |           |                     |            |           |
| 11.                | Kangas, Brittany   | Appoint ▾ | Long Term Substitute<br>(5214)   | BC ▾      | \$190/day           | 1/5/26     | 3/15/26   |
| 12.                | Schmitt, Jeffrey   | Appoint ▾ | Volunteer - Basketball   | BC ▾      | N/A                 | 12/2/25    | 4/1/26    |
| 13.                | Smart, Mary        | Appoint ▾ | FDU Student Clinical<br>Field Experience - 30<br>Observation Hrs. (5721<br>& 5282) | WW ▾      | N/A                 | 1/2/26     | 5/9/26    |

**District-Wide Volunteers**

|                 | Name                               | Action    | Position  | School | Rate of Pay | Start Date | Term Date |
|-----------------|------------------------------------|-----------|-----------|--------|-------------|------------|-----------|
| <b>DISTRICT</b> |                                    |           |           |        |             |            |           |
| 1.              | Austin, Tara                       | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 2.              | Boyle, Sara                        | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 3.              | Chaird, Jen                        | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 4.              | Cornwell, Dana                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 5.              | Cooper, Elizabeth                  | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 6.              | DeSantis, Kate                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 7.              | Diazgranados, Karen                | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 8.              | Doran, Marisa                      | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 9.              | Elliot, Kelly                      | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 10.             | Faehner, Denise                    | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 11.             | Faehner, Kathy                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 12.             | Gocel, Casey                       | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 13.             | Gray-Sun, Sonia                    | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 14.             | Hession, Fernanda                  | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 15.             | Joseph, Jessica                    | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 16.             | Lombardi (Andampour),<br>Christina | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 17.             | McVeigh, Julia                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 18.             | Michaels, Jordana                  | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 19.             | Nacim, Allison                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 20.             | O'Donnell, Lindsay                 | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 21.             | Scott, Allyson                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 22.             | Sharphouse, Benita                 | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 23.             | Wells-Pisani, Silvita              | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 24.             | Wendel, Shama                      | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |
| 25.             | Zyzyck, Stacey                     | Appoint ▾ | Volunteer | DW ▾   | N/A         | 12/16/25   | 6/30/26   |

**16. Field Trips A**

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following field trips for the 2025-2026 school year, as recommended by the Superintendent:

|                    | Name               | School | Destination     | Reason   | Date     |
|--------------------|--------------------|--------|-----------------|--|----------|
| <b>DISTRICT</b>    |                    |        |                 |  |          |
| 1.                 | Gillespie, Sarah   | MLHS ▾ | Morristown, NJ  | Morris County Mock Trial Competition   | 1/13/26  |
| 2.                 | Politano, Cristina | MLHS ▾ | Summit, NJ      | Speech and Debate Club Tournament  | 12/13/25 |
| 3.                 | Scancarella, John  | MLHS ▾ | Newark, NJ      | 2026 NJ Science Olympiad   | 1/7/26   |
| <b>IVY H/WW/BC</b> |                    |        |                 |  |          |
| 4.                 | McCarthy, Megan    | WW ▾   | Morristown, NJ  | New Jersey Consortium for Gifted and Talented Programs (NJCGTP) Learning Carnival (G5) | 4/22/26  |
| 5.                 | McCarthy, Megan    | WW ▾   | Morristown, NJ  | NJCGTP Spelling Bee  | 3/12/26  |
| 6.                 | McCarthy, Megan    | WW ▾   | Morristown, NJ  | NJCGTP Learning Carnival (G3/4)  | 2/11/26  |
| 7.                 | McCarthy, Megan    | WW ▾   | Morristown, NJ  | STEM/STEAM Adventures  | 12/2/25  |
| 8.                 | Nakashian, Cheryl  | WW ▾   | West Orange, NJ | Turtle Back Zoo  | 5/14/26  |
| 9.                 | Olearchik, Nicole  | WW ▾   | Union, NJ       | KU/CAU Concert   | 1/9/26   |
| 10.                | Shaffer, Deliriz   | WW ▾   | Jersey City, NJ | Liberty Science Center Trip  | 1/21/26  |
| 11.                | Topakas, Jennifer  | WW ▾   | Morristown, NJ  | Curious George   | 3/2/26   |

**17. Tuition Reimbursement A**

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            | School | College/University         | Course Title / #  | Credits |
|--------------------|-----------------|--------|----------------------------|---|---------|
| <b>DISTRICT</b>    |                 |        |                            |   |         |
| 1.                 | Richter, Deanna | LD ▾   | Montclair State University | Leadership and the Learning Organization/ELAD 543-80        | 3.0     |
| 2.                 | Richter, Deanna | LD ▾   | Montclair State University | Leading Curriculum Change for Student Achievement/ELAD 680  | 3.0     |
| 3.                 | Cook, Denis     | MLHS ▾ | Montclair State University | Qualitative Methods for Educational Research/EDFD 820       | 3.0     |
| 4.                 | Cook, Denis     | MLHS ▾ | Montclair State University | Special Topics: Enactive and Embodied Choreography/MATH 744 | 3.0     |
| <b>IVY H/WW/BC</b> |                 |        |                            |   |         |
| 5.                 | Alves, Michael  | BC ▾   | Montclair State University | Leadership and the Learning Organization/ELAD 543-80        | 3.0     |
| 6.                 | Alves, Michael  | BC ▾   | Montclair State University | Leading Curriculum Change for Student Achievement/ELAD 680  | 3.0     |

**B. CURRICULUM / SPECIAL SERVICES**

**C. MISCELLANEOUS**

UNFINISHED BUSINESS

NEW BUSINESS

PENDING LEGISLATION

COMMENTS AND REQUESTS FROM THE PUBLIC

EXECUTIVE SESSION

MOTION to enter into Executive Session was made by \_\_\_\_\_ and seconded by \_\_\_\_\_, that the Board of Education adopt the following resolution.

The motion was approved \_\_\_\_\_.

BE IT RESOLVED, by the Mountain Lakes Board of Education on this 15th day of December 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 \_\_\_\_\_.

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*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<br>Ensuring success of all staff<br>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<br>Ensuring success of all staff<br>Finance / infrastructure / technology<br>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<br>Ensuring success of all staff<br>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<br>Ensuring success of all staff<br>Supporting the whole child<br>Strong family/school/community partnerships            |

**2025-2026 Board Goals**

| Board Goal  | Committee Support   |
|---|---|
| 1. The Mountain Lakes Board of Education will work collaboratively to promote a culture of safety and security by establishing clear policies, providing ongoing training, and implementing systems that protect the well-being of all stakeholders.                              | Facilities, Finance, Long Range Planning  |
| 2. Through collective efforts as a full Board and in Committees, the Mountain Lakes Board of Education commits to working transparently and equitably to support the growth, success, and well-being of all students and staff members in all four schools in the District.       | Curriculum, Instruction & Assessment, Long Range Planning, Special Education  |
| 3. The Mountain Lakes Board of Education will improve the efficiency and effectiveness of communication by ensuring timely access to key information, including committee meeting minutes and superintendent updates, to support informed decision-making and Board transparency. | Curriculum, Instruction & Assessment, Facilities, Finance, Long Range Planning, Negotiations, Personnel, Policy, Special Education, Shared Services |
| 4. The Mountain Lakes Board of Education will collectively develop and utilize a long-range facilities plan to enhance the current and future educational, structural, and operational needs of the Mountain Lakes School District.   | Facilities, Finance, Long Range Planning  |