



Mountain Lakes School District

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Mountain Lakes, New Jersey 07046
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www.mlschools.org

NOTICE

The Regular Meeting of the Mountain Lakes Board of Education will be held on
Monday, March 2, 2026, 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

ROLL CALL

| Board Member | Present | Absent |
|---------------------------------------|----------------|---------------|
| Dr. Don | | |
| Mrs. Forman | | |
| Dr. Hirschfeld | | |
| Mr. Johnson | | |
| Mrs. Kulkarni | | |
| Mrs. Parker (<i>Vice President</i>) | | |
| Dr. Sheth | | |
| Dr. Silva McIntyre | | |
| Mrs. Barkauskas (<i>President</i>) | | |

Also present: Dr. Brad Siegel, 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 2nd day of March 2026 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 _____.

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT

A. PERSONNEL

1(a). Administrator Contract

BE IT FURTHER RESOLVED, that the Mountain Lakes Board of Education approve the administrator contract of Gregory Brennan, Interim School Business Administrator / Board Secretary, at a daily rate of \$700/day for three days per week at an 0.60 FTE, effective March 3, 2026 - June 30, 2026, recommended by the Superintendent:*

REPORT AND RECOMMENDATIONS OF THE SCHOOL BUSINESS ADMINISTRATOR / BOARD SECRETARY

A. FINANCE

1(b). School Facility Naming

BE IT RESOLVED, the Mountain Lakes Board of Education recognizes the significance of naming district facilities in a manner that reflects the values and history of the community and honors individuals or contributions that have significantly impacted the district; and

WHEREAS, the Mountain Lakes Board of Education has followed the district’s policy and procedures for facility naming, in accordance with Board Policy 7250 School and Facility Names; and

WHEREAS, the Co-Curricular Committee has submitted its recommendation to the Mountain Lakes Board of Education for naming the newly renovated turf athletic field located on the Mountain Lakes School District’s campus as “**Flynn Field**” based on the honoree’s contributions to the district and community; and

WHEREAS, the Mountain Lakes Board of Education finds that the name “**Flynn Field**” best represents the contribution of Timothy P. Flynn and exemplifies the spirit and values of the Mountain Lakes School District;

NOW, THEREFORE, BE IT RESOLVED, by the Mountain Lakes Board of Education, that:

1. The new athletic field located on the Mountain Lakes School District’s campus is hereby officially named “**Flynn Field**”.
2. This official naming shall take effect immediately upon adoption of this resolution.
3. District staff is directed to take all necessary steps to implement the approved name, including but not limited to signage, communication, and any dedication ceremony deemed appropriate.

BE IT FURTHER RESOLVED that the Mountain Lakes Board of Education expresses its sincere appreciation for the contributions of Tim Flynn in service to the district and community, as recommended by the Superintendent.

STUDENT GOVERNMENT REPORT

MOUNTAIN LAKES SCHOOL DISTRICT STUDENT COMMENT

COMMENTS AND REQUESTS FROM THE MLEA CO-PRESIDENTS

PRESENTATIONS

- *Anxious Generation*: Professional Book Study, by Mr. Erik Carlson

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 |
|------------------|---------------------------------------|
| February 2, 2026 | Regular and Executive Session Minutes |

COMMENTS AND REQUESTS FROM THE MEMBERS OF THE PUBLIC ON AGENDA ITEMS

Public comment is set aside for the Board to hear feedback and questions from members of the public. The Board will take all comments and suggestions from the public into consideration. If you have more than one question, we request that all questions are asked within the time provided, as Public Comment is not intended for back and forth dialogue. If the Board is unable to answer your question(s) at this time, we will explain when and in what format the answer(s) will be communicated.

We request that you limit your questions or comments to 3 minutes and present all questions within those 3 minutes. Please state your name and address for the record. The Board appreciates and thanks you for your attendance and participation in our meeting.

COMMUNICATIONS

BOONTON TOWNSHIP REPORT

COMMITTEE & LIAISON REPORTS

2026 COMMITTEES

| | | |
|--|--|--|
| Curriculum, Instruction & Assessment James Hirschfeld (Chair) Aruni Don Sara Forman Lauren Silva McIntyre | Finance Lauren Silva McIntyre (Chair) Sara Forman James Hirschfeld Aru Kulkarni | Personnel Joanne Barkauskas (Chair) James Hirschfeld Aru Kulkarni Jennifer Parker |
| Co-Curricular Committee Aruni Don (Chair) Chris Johnson Jennifer Parker Lauren Silva McIntyre | Long Range Planning Aruni Don (Chair) Chris Johnson Purvika Sheth | Policy Aru Kulkarni (Chair) Jennifer Parker Purvika Sheth |
| Facilities Sara Forman (Chair) Aru Kulkarni Purvika Sheth | Negotiations Jennifer Parker (Chair) Aru Kulkarni Lauren Silva McIntyre | Special Education/Student Services Purvika Sheth (Chair) Lauren Silva McIntyre |
| | | Shared Services Joanne Barkauskas Sara Forman Jennifer Parker |

2026 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 Vacant | |
| ML Alumni Association (MLAA) Jennifer Parker | Recreation Commission Sara Forman | |
| ML Education Foundation (MLEF) Lauren Silva McIntyre | Representative to the County SBA Vacant | |

REPORT AND RECOMMENDATIONS OF THE SCHOOL BUSINESS ADMINISTRATOR / BOARD SECRETARY
(continued)

A. FINANCE (continued)

2. Presentation of Bills

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following bills list and check journals as of January 30, 2026 - February 26, 2025, as recommended by the Superintendent:*

| | Fund | Amount |
|----|-----------------------------|---------------|
| 1. | General Fund (10) | \$386,489.09 |
| 2. | Special Revenue Fund (20) | \$26,564.96 |
| 3. | Capital Project Fund (30) | N/A |
| 4. | Debt Service Fund (40) | N/A |
| 5. | Cafeteria Account Fund (60) | \$66,197.19 |
| 6. | Total | \$479,790.49 |

3. 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 December Transfer Report, as recommended by the Superintendent.*

4. Treasurer’s Report

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Treasurer’s Reports for the month ending December, as recommended by the Superintendent.*

5. Board Secretary’s Report

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the Board Secretary’s Report for the month ending December, as recommended by the Superintendent.*

6. 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:

| | Action | Student ID | School-Program | Start Date | End Date | Tuition | Extra Services |
|-----------------|---------------|-------------------|-----------------------|-------------------|-----------------|----------------|-----------------------|
| DISTRICT | | | | | | | |
| 1. | New | Temp-14 | Lake Drive Regular | 1/22/26 | 6/30/26 | \$41,248.80 | |
| 2. | New | IFB-2 | Lake Drive Itinerant | 3/12/26 | 6/30/26 | \$1,520 | |
| 3. | New | IBB-7 | Lake Drive Itinerant | 2/6/26 | 6/30/26 | \$760 | |
| 4. | New | IBB-8 | Lake Drive Itinerant | 2/23/26 | 6/30/26 | \$2,850 | |
| 5. | Change | 7224 | Lake Drive Regular | 1/6/26 | 6/30/26 | | \$21,046.29 |
| 6. | Change | 9780 | Lake Drive Regular | 2/5/26 | 6/30/26 | | \$19,002.99 |
| 7. | Change | 5525 | Lake Drive Regular | 2/3/26 | 6/30/26 | | \$1,118.43 |
| 8. | Change | 5525 | Lake Drive Regular | 3/2/26 | 6/30/26 | | \$13,690.29 |
| 9. | Change | IWP-2 | Lake Drive Itinerant | 2/1/26 | 6/30/26 | \$22,040 | |

7. 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 |
|-----------------|--------------------|------------|----------|---|--------------------------------------|--------------------------|
| DISTRICT | | | | | | |
| 1. | BWS Architects | 6/15/26 | 8/25/26 | Partial Window Replacement Project (MLHS) | \$19,000 | N/A |
| 2. | Panorama Education | 3/2/26 | 3/2/27 | Social-Emotional Learning Student Planning Platform and Evaluation System | \$11,185 (split over 2 budget years) | N/A |

8. Travel / Conferences Expenditures Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following staff members to attend training and conferences in accordance with Policy 6471, as recommended by the Superintendent.

| | Name | School | Location | Date | Event Name | Cost |
|--------------------|-------------------|--------|-----------------------|---------|---|-------|
| DISTRICT | | | | | | |
| 1. | Ciresi, Ivonne | DW ▾ | Ewing, NJ | 3/11/26 | TCNJ Job Fair | \$60 |
| 2. | Lazeration, Julie | LD ▾ | Ewing, NJ | 3/11/26 | TCNJ Job Fair | \$34 |
| IVY H/WW/BC | | | | | | |
| 3. | Alves, Michael | BC ▾ | Hamilton Township, NJ | 2/23/26 | NJEA All Presidents Conference | \$0 |
| 4. | Dorward, Julia | WW ▾ | Pompton Plains, NJ | 3/3/26 | NJSLS Year 1 - Data Literacy | \$0 |
| 5. | Dorward, Julia | WW ▾ | Pompton Plains, NJ | 4/21/26 | NJSLS Year 1 - Geometry | \$0 |
| 6. | Elko, Kimberly | WW ▾ | Westwood, NJ | 3/03/26 | Reading and Writing Project | \$0 |
| 7. | McNeill, Nicole | WW ▾ | Westwood, NJ | 3/03/26 | Reading and Writing Project | \$16 |
| 8. | Posner, Dennis | BC ▾ | Montclair, NJ | 3/10/26 | NJECC Annual Technology Conference: Finding Balance in Your Classroom | \$142 |

9. Donations / Grants / Gifts Δ

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

| | To | From | Reason | Amount |
|--------------------|------------------|-----------------------------|--|------------|
| IVY H/WW/BC | | | | |
| 1. | BC Class of 2026 | Home and School Association | Charleston Wrap Fundraiser. Donation to pay for part of the 8th-grade annual overnight trip to Boston. | \$3,896.70 |

10. Fundraising

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

| | School | Fundraising Activity | Beneficiary/Purpose |
|-----------------|--------|---|---|
| DISTRICT | | | |
| 1. | MLHS | Wingman - Habitat Burger Parsippany - Restaurant Fundraiser - 2/4/26 | Raise funds for t-shirts for the 8th grade mixer. |
| 2. | MLHS | MLHS Theatre Concessions & Show Merchandise Sales at all performances of Spring Musical (Frozen- 3/5/26 - 3/7/26) | Funding for MLHS Theatre Production Costs |

11. Facilities Use

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 |
|-----------------|-----------------------------------|-------------------------------|------------------------|---|--|---------------------------|
| DISTRICT | | | | | | |
| 1. | Garden Club of Mountain Lakes | Photography Show | HS Lobby | 3/4/26 & 3/12/26 3/7/26 | 3:00 pm - 5:00 pm 1:00 pm - 5:00 pm | Class III Facility Use |
| 2. | Grayhawks Football & Cheerleading | Football Games | Wilkins Field | Sundays 9/6/26 - 11/8/26 Mondays 9/7/26 - 11/16/26 | 12:00 pm - 6:00 pm 6:00 pm - 9:00 pm | Class III Field use |
| 3. | Heart Hustle Hockey | Field Hockey Practice | Wilkins Field | Sundays 3/29/26 - 6/7/26 | 8:00 am - 10:00 am | Class IV Field Use |
| 4. | Lakeland YMCA | Parking For Summer Camp Staff | HS Parking Lot | Daily (Mon. - Fri.) 6/22/26 - 8/21/26 | 7:45 am - 5:45 am | Class III Facility Use |
| 5. | Lakeland YMCA | Soccer Club | Halsey B Field | Saturdays 3/21/26 - 6/13/26 Tuesdays 3/17/26 - 6/11/26 | 9:00 am - 12:00 pm 5:00 pm - 7:00 pm | Class IV Field Use |
| 6. | Mountain Lakes Recreation | Adult Soccer | Wilkins Field | Sundays 8/16/26 - 11/15/26 | 7:50 am - 10:00 am | Class III Field Use |
| 7. | Mountain Lakes Recreation | Field Hockey | Wilkins Field | Saturday 8/29/26 - 11/14/26 Sundays 8/30/26 - 11/8/26 | 1:00 pm - 4:00 pm 10:00 am - 12:00 pm | Class III Field Use |
| 8. | Mountain Lakes Recreation | Field Hockey | HS New Turf Field | Mondays 8/31/26 - 11/9/26 | 5:30 pm - 7:00 pm | Class III Field Use |
| 9. | Mountain Lakes Recreation | Jr. Track | HS Track/Wilkins Field | Sundays 3/8/26 - 6/7/26 | 5:00 pm - 6:00 pm | Class III Field Use |
| 10. | Mountain Lakes Recreation | Lacrosse (Boys) | Wilkins Field | Saturdays 3/7/26 - 5/23/26 Sundays 3/8/26 - 5/17/26 | 3:00 pm - 8:00 pm 12:00 pm - 5:00 pm | Class III Field Use |
| 11. | Mountain Lakes Recreation | Lacrosse (Girls) | Wilkins Field | Mon. & Wed. 3/9/26 - 5/20/26 Sundays 3/8/26 - 5/17/26 | 7:00 pm - 9:00 pm 10:00 am - 12:00 pm | Class III Field Use |
| 12. | Mountain Lakes Recreation | Rec. Rugby | Halsey Field A | Mondays 6/8/26 - 7/15/26 | 6:00 pm - 8:00 pm | Class III Field Use |
| 13. | Mountain Lakes Recreation | Summer Camp Activities | Wilkins Field | Daily (Mon. - Fri.) 6/29/26 - 7/27/26 | 9:00 am - 11:45 am | Class III Field Use |
| 14. | Mountain Lakes Recreation | Jr. Laker Wrestling | HS Auxiliary Gym | Wednesdays 3/25/26 - 6/3/26 | 6:00 pm - 9:00 pm | Class III Facility Use |

| | | | | | | |
|--------------------|--|----------------------------|---|--|--|---|
| 16. | Mountain Lakes Library | Lunar New Year Celebration | HS Auxiliary Gym & Main Gym | Rescheduled to 3/8/26 | 11:00 am - 6:15 pm | Class III Facility Use Custodial Fee |
| 17. | Towermen Lacrosse | Lacrosse Spring AM | Wilkins Field | Sundays 3/01/26 & 3/15/26 | 8:00 am - 10:00 am | Class V Field Use |
| 18. | Towermen Lacrosse | Lacrosse Spring Practices | Halsey Field A & Halsey Field B | Sundays 4/5/26 - 5/25/26 | 9:00 am - 11:00 am | Class V Field Use |
| 19. | Towermen Lacrosse | Lacrosse Spring MC | Halsey Field A & Halsey Field B | 5/30/26 & 5/31/26 | 8:00 am - 11:00 am | Class V Field Use |
| IVY H/WW/BC | | | | | | |
| 20. | Girl Scouts Daisy Troop#98929 | Monthly Troop Meetings | Wildwood Classroom TBD | January - June 2026 | 3:00 pm - 3:45 pm | Class III Facility Use |
| 21. | Girl Scouts 4th Gr. Junior Troop#98116 | Monthly Troop Meetings | Wildwood Classroom TBD | January - June, 2026 | 3:00 pm - 4:00 pm | Class III Facility Use |
| 22. | Mountain Lakes Recreation | Extended Summer Camp | Wildwood Playground/Field | Mon. - Wed. 6/29/26 - 7/22/26 | 12:00 pm - 2:30 pm | Class III Field Use |
| 23. | Mountain Lakes Recreation | Jr. Track | Wildwood Playground/Field | Sundays 3/8/26 - 6/7/26 | 5:00 pm - 6:00 pm | Class III Field Use |
| 24. | Mountain Lakes Recreation | Summer Camp | Briarcliff Parking Lot (pick-up & drop-off) | Daily 7/6/26 - 7/31/26 | 9:00 am - 7:00 pm | Class III Facility Use |
| 25. | Mountain Lakes Recreation | Summer Camp | Wildwood Cafeteria | Daily 6/29/26 - 7/31/26 Daily (*in case of inclement weather) 6/29/26 - 7/31/26 | 11:45 am - 12:45 pm 8:45 am - 2:30 pm | Class III Facility Use |

12. Authorized Signatures / Annual Appointments

BE IT RESOLVED, that the Mountain Lakes Board of Education extends the following appointments and authorized signatures for the following accounts for the period of March 3, 2026, to June 30, 2026, as recommended by the Superintendent:

| | | |
|---|---|-----------------|
| 1 | Interim School Business Administrator/Board Secretary | Gregory Brennan |
| 2 | Authorized Signatures School Warrants | Gregory Brennan |

B. MISCELLANEOUS

REPORT AND RECOMMENDATIONS OF THE SUPERINTENDENT (continued)

A. PERSONNEL (continued)

13. Position Creation/Modifications

BE IT RESOLVED, 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:

TCH-WW-TCH-36 - Teacher (1.0)

TCH-WW-CST-09 - Teacher (1.0)

TCH-WW-TCH-08 - Teacher (1.0)

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

TCH-DIST-MUS-02 -Teacher (1.0)

TCH-BC-CST-05 - Teacher (1.0)

TCH-WW-CST-09 -Teacher (1.0)

14. Appointments / Amendments/ Resignations / Rescission / Retirements / RIF's Δ

BE IT RESOLVED, that the Mountain Lakes Board of Education approve the following appointments, amendments, resignations, rescissions, retirements and RIFs, for all regular employees with base pay, be approved, as recommended by the Superintendent:

| | Name | Action | UPC | Position | School | FTE | Degree/Step | Rate of Pay | Start Date | Term Date |
|--------------------|-------------------------------|----------|----------------------------------|----------------------|--------|------|---------------|------------------------|----------------------------|-----------|
| DISTRICT | | | | | | | | | | |
| 1. | Cervantes-Benavides, Giovanna | Appoint | SPS-LR-AID-U29-27 | Paraprofessional P/T | LD | 0.97 | Step 6 | \$25,249.95 (prorated) | 3/3/26 | 6/30/26 |
| 2. | DeGroot, Lorraine | Retire | SPS-LR-AID-030-09 | Paraprofessional F/T | LD | 1.0 | Step 9 | \$28,902.72 | 9/1/01 | 6/30/26 |
| 3. | Shoop, Jessica | Appoint | SPS-LR-AID-U29-18 | Paraprofessional P/T | LD | 0.97 | Step 3 | \$23,713.18 (prorated) | 3/3/26 (pending paperwork) | 6/30/26 |
| 4. | Sutter, Cassandra | Transfer | TCH-DIST-MUS-02 to TCH-LR-TCH-03 | Teacher | LD | 1.0 | BA/Step 2 | \$65,805 | 8/25/25 | 6/30/26 |
| IVY H/WW/BC | | | | | | | | | | |
| 5. | Mijanovic, Tracy | Transfer | TCH-BC-CST-05 to TCH-WW-CST-09 | Teacher | WW | 1.0 | BA/Step 10 | \$79,395 | 8/25/25 | 6/30/26 |
| 6. | Nakashian, Cheryl | Transfer | TCH-WW-CST-06 to TCH-WW-TCH-08 | Teacher | BC | 1.0 | MA+60/Step 15 | \$119,913 | 8/25/25 | 6/30/26 |
| 7. | Olearchik, Nicole | Transfer | TCH-LR-TCH-03 to TCH-WW-TCH-36 | Teacher | WW | 1.0 | MA/Step 8 | \$82,490 | 8/25/25 | 6/30/26 |

Additional Class Coverages

| | Name | Action | UPC | Position | School | FTE | Degree/Step | Rate of Pay | Start Date | Term Date |
|-----------------|-------------------|---------|---------------|-------------------------------------|--------|-----|-------------|-------------|------------|-----------|
| DISTRICT | | | | | | | | | | |
| 1. | Questa, Alexandra | Appoint | TCH-BC-CST-06 | Teacher - Additional Class Coverage | BC | 0.2 | BA/Step 11 | \$3,104 | 2/27/26 | 4/23/26 |

15. 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 | School | FTE | Start Date | Term Date |
|-----------------|------|--------------------------------|----------|--------|-----|------------|-----------|
| DISTRICT | | | | | | | |
| 1. | 5198 | MLOA (paid w/ benefits) | Teacher | LD@BC | 1.0 | 5/4/26 | 6/17/26 |
| 2. | 5198 | FMLA/NJFLA (unpaid w/benefits) | Teacher | LD@BC | 1.0 | 8/24/26 | 11/13/26 |

| | | | | | | | |
|--------------------|------|---|------------------------|-----------|-----|--------------|--------------|
| 3. | 5353 | Revise MLOA (paid w/benefits) | Custodian | DW ▾ | 1.0 | 2/2/26 | 2/20/26 |
| 4. | 5544 | MLOA(paid w/ benefits) | Occupational Therapist | LD ▾ | 1.0 | 5/25/26 | 6/10/26 (.5) |
| 5. | 5544 | FMLA (unpaid w/benefits) | Occupational Therapist | LD ▾ | 1.0 | 6/10/26 (.5) | 6/30/26 |
| 6. | 5544 | FMLA/NJFLA (unpaid w/benefits) | Occupational Therapist | LD ▾ | 1.0 | 8/24/26 | 11/13/26 |
| 7. | 4064 | MLOA (paid w/benefits) | Custodian | DW ▾ | 1.0 | 2/13/26 | 6/12/26 |
| 8. | 5389 | MLOA (paid w/benefits) | Teacher | LD@MLHS ▾ | 1.0 | 1/22/26 | 2/27/26 (.5) |
| 9. | 5389 | FMLA (unpaid w/ benefits) | Teacher | LD@MLHS ▾ | 1.0 | 2/27/26 (.5) | 3/31/26 |
| 10. | 5389 | FMLA/NJFLA (unpaid w/benefits) | Teacher | LD@MLHS ▾ | 1.0 | 4/1/26 | 5/22/26 |
| 11. | 5389 | NJFLA (unpaid w/benefits) | Teacher | LD@MLHS ▾ | 1.0 | 5/23/26 | 6/13/26 |
| IVY H/WW/BC | | | | | | | |
| 12. | 5174 | MLOA(paid w/ benefits) | School Social Worker | BC ▾ | 1.0 | 4/22/26 | 5/20/26 |
| 13. | 5174 | FMLA/NJFLA (unpaid w/benefits) | School Social Worker | BC ▾ | 1.0 | 5/21/26 | 10/9/26 |
| 14. | 5214 | Revise/Extend CCLOA (unpaid w/o benefits) | Teacher | BC ▾ | 1.0 | 11/17/25 | 6/30/26 |

16. 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 | School | Degree/ Step | Rate of Pay | Start Date | Term Date |
|--------------------|-------------------|-----------|-------------------------|--------|--------------|-------------|------------|-----------|
| IVY H/WW/BC | | | | | | | | |
| 1. | Olearchik, Nicole | Appoint ▾ | Chorus Club (4th Grade) | WW ▾ | Step 1 ▾ | \$1,201 | 8/25/25 | 6/30/26 |
| 2. | Suarez, Elisa | Appoint ▾ | Set Design | WW ▾ | Step 1 ▾ | \$1,020 | 1/12/26 | 6/30/26 |

17. 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 | School | Rate of Pay | Start Date | Term Date |
|-----------------|------------------|-----------|--|--------|----------------------------|------------|-----------|
| DISTRICT | | | | | | | |
| 1. | Chandra, Mukta | Appoint ▾ | Academic Support Program Instructor | MLHS ▾ | Hourly Rate (NTE 30 hrs.) | 1/13/26 | 05/1/26 |
| 2. | Cottone, Margo | Appoint ▾ | Morris County Unsung Heroes Event | MLHS ▾ | \$50/hr., (NTE 2 hrs.) | 3/5/26 | 3/5/26 |
| 3. | Cukar, Steven | Appoint ▾ | Home Instruction SID: 7714 | MLHS ▾ | \$50/hr., (NTE 10 hrs.) | 2/9/26 | 3/19/26 |
| 4. | Doniloski, Jason | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |
| 5. | Dunn, Ryan | Appoint ▾ | Stipend - Cert. Educ. Facil. Mgr. (CEFM) | DW ▾ | \$2,000 | 7/1/25 | 6/30/26 |
| 6. | Feltmann, Steven | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |
| 7. | Fusco, Darrell | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |
| 8. | Gerhart, Pamela | Appoint ▾ | Home Instruction SID: 7714 | MLHS ▾ | \$50/hr., (NTE 10 hrs.) | 2/9/26 | 3/19/26 |
| 9. | Geveke, Diane | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |

| | | | | | | | |
|--------------------|----------------------|-----------|-------------------------------------|--------|----------------------------|---------|---------|
| 10. | Gillespie, Sarah | Appoint ▾ | Home Instruction SID: 7714 | MLHS ▾ | \$50/hr., (NTE 10 hrs.) | 2/9/26 | 3/19/26 |
| 11. | Goldstein, Debbie | Appoint ▾ | Morris County Unsung Heroes Event | MLHS ▾ | \$50/hr., (NTE 2 hrs.) | 3/5/26 | 3/5/26 |
| 12. | Lawrey, Michele | Appoint ▾ | Home Instruction SID: 6612 | MLHS ▾ | \$50/hr., (NTE 5 hrs.) | 2/9/26 | 3/6/26 |
| 13. | Lawrey, Michele | Appoint ▾ | Home Instruction SID: 7279 | MLHS ▾ | \$50/hr., (NTE 4 hrs.) | 2/9/26 | 3/6/26 |
| 14. | Levy, Ellen (OOD) | Appoint ▾ | Home Instruction SID: 6612 | MLHS ▾ | \$50/hr., (NTE 5 hrs.) | 2/9/26 | 3/6/26 |
| 15. | Levy, Ellen (OOD) | Appoint ▾ | Home Instruction SID: 7279 | MLHS ▾ | \$50/hr., (NTE 5 hrs.) | 1/22/26 | 2/13/26 |
| 16. | Merritt, Douglas | Appoint ▾ | Home Instruction SID: 7714 | MLHS ▾ | \$50/hr., (NTE 10 hrs.) | 2/9/26 | 3/19/26 |
| 17. | Olear, Jacquelyn | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |
| 18. | Percy, Meredith | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |
| 19. | Price, Ryan | Appoint ▾ | Pit Orchestra Musician, Musical | MLHS ▾ | \$500 | 1/5/26 | 3/7/26 |
| 20. | Stolarczuk, Kayla | Appoint ▾ | Home Instruction SID: 7714 | MLHS ▾ | \$50/hr., (NTE 10 hrs.) | 2/9/26 | 3/19/26 |
| 21. | Vallies, Austin | Appoint ▾ | Pit Orchestra Musician, Musical | MLHS ▾ | \$500 | 1/5/26 | 3/7/26 |
| 22. | Vecchio, Christine | Appoint ▾ | Academic Support Program Instructor | MLHS ▾ | Hourly Rate (NTE 30 hrs.) | 1/13/26 | 5/1/26 |
| 23. | Venanzi, Mary | Appoint ▾ | Chaperone - DECA | MLHS ▾ | \$125/night (NTE 2 nights) | 3/3/26 | 3/5/26 |
| 24. | Wallace, Christopher | Appoint ▾ | Home Instruction SID: 7279 | MLHS ▾ | \$50/hr., (NTE 10 hrs.) | 2/9/26 | 3/6/26 |
| IVY H/WW/BC | | | | | | | |
| 25. | Alves, Michael | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 26. | Alves, Michael | Appoint ▾ | Home Instruction SID: 9264 | BC ▾ | \$50/hr., (NTE 10 hrs.) | 2/27/26 | 4/16/26 |
| 27. | Fleming, Marissa | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 28. | Lombardi, Deirdre | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 29. | Lih, Erik | Appoint ▾ | Home Instruction SID: 9264 | BC ▾ | \$50/hr., (NTE 10 hrs.) | 2/27/26 | 4/16/26 |
| 30. | Lih, Erik | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 31. | Pecarific, Melissa | Appoint ▾ | Home Instruction SID: 9264 | BC ▾ | \$50/hr., (NTE 10 hrs.) | 2/27/26 | 4/16/26 |
| 32. | Pecarific, Melissa | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 33. | Pelliconi, Debbie | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 34. | Major, Michelle | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 35. | Sumsion, Marlee | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |
| 36. | Winget, Ava | Appoint ▾ | 8th Gr. Dance Chaperone | BC ▾ | \$50/hr., (NTE 2 hrs.) | 2/6/26 | 2/6/26 |

18. Substitutes, Volunteers and Intern Appointments

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

| | Name | Action | Position | School | Rate of Pay | Start Date | Term Date |
|-----------------|--------------------|-----------|------------------------------------|--------|---------------------|------------|-----------|
| DISTRICT | | | | | | | |
| 1. | Berghorn, Arlene | Appoint ▾ | Per Diem Substitute Nurse | DW ▾ | Board Approved Rate | 3/3/26 | 6/30/26 |
| 2. | Gil Cadillo, Abril | Appoint ▾ | Long Term Substitute (5236 & 4075) | LD ▾ | \$190/day | 3/16/26 | 4/15/26 |
| 3. | Grove, Karen | Appoint ▾ | Per Diem Substitute | DW ▾ | Board Approved Rate | 3/3/26 | 6/30/26 |
| 4. | Keenan, Amanda | Appoint ▾ | Per Diem Substitute | LD ▾ | Board Approved Rate | 3/3/26 | 6/30/26 |

| | | | | | | | |
|-----|-----------------|-----------|---|--------|---------------------|-------------------------------|---------|
| 5. | Lauto, Steven | Appoint ▾ | Per Diem Substitute | DW ▾ | Board Approved Rate | 3/3/26 (pending paperwork) | 6/30/26 |
| 6. | Price, Ryan | Appoint ▾ | Internship Montclair State University - 300hrs -#5451 | MLHS ▾ | N/A | 2/6/26 | 5/1/26 |
| 7. | Stevens, Jesse | Appoint ▾ | CCM -Field Experience 25 Obsv. hours - #4691 & #5069 | MLHS ▾ | N/A | 3/3/26 | 4/24/26 |
| 8. | Weiss, Owen | Appoint ▾ | Montclair State University 40 PreClinical Obsv. hours - #4686 & #5505 | MLHS ▾ | N/A | 3/3/26 | 5/4/26 |
| 9. | Wu, Frank | Appoint ▾ | Per Diem Substitute | DW ▾ | Board Approved Rate | 3/3/26 | 6/30/26 |
| 10. | Wojtach, Ashley | Appoint ▾ | Per Diem Substitute Nurse | DW ▾ | Board Approved Rate | 3/3/26 (pending paperwork) | 6/30/26 |

19. Field Trips *Δ*

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:

| | School | Destination | Reason | Date |
|--------------------|--------|---------------------|--|------|
| DISTRICT | | | | |
| 1. | MLHS ▾ | Atlantic City, NJ | State Wrestling Championship | 3/26 |
| 2. | MLHS ▾ | East Rutherford, NJ | Jets Business Day | 3/26 |
| 3. | MLHS ▾ | New York, NY | Columbia Cup Spring Championship IV -0 Academic Team Competition | 3/26 |
| 4. | MLHS ▾ | Princeton, NJ | Mid Atlantic History Bee & Bowl Competition | 3/26 |
| 5. | MLHS ▾ | BC, WW, LD & RWVS | High School Musical “Teaser Tour” | 3/26 |
| IVY H/WW/BC | | | | |
| 6. | BC ▾ | Princeton, NJ | NJ Middle School State Championship - Quiz Bowl | 2/26 |
| 7. | WW ▾ | Mountain Lakes, NJ | 5th Grade End of Year Party | 6/26 |

20. 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 | School | College/University | Course Title / # | Credits |
|--------------------|----------------------|--------|----------------------------------|---|---------|
| IVY H/WW/BC | | | | | |
| 1. | Bogucz, Kelly | BC ▾ | Savannah College of Art & Design | Influences in Illustration/505 | 5.0 |
| 2. | Bogucz, Kelly | BC ▾ | Savannah College of Art & Design | Illustration Concepts & Composition/727 | 5.0 |
| 3. | Doolittle, Christina | BC ▾ | Univ. of California/San Diego | Proactive Strategies for Middle & High School Behavior Management/EDUC42654 | 3.3 |
| 4. | Doolittle, Christina | BC ▾ | Univ. of California/San Diego | Adopting High-Leverage Strategies to Engage Struggling Students/EDUC42647 | 3.3 |
| 5. | Hunt, Francesca | WW ▾ | Kean University | Learning, Instruction, Evaluation and Curriculum Development/EDL 5614 | 3.0 |

B. CURRICULUM / SPECIAL SERVICES

C. MISCELLANEOUS

21. Board Policies

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

| | Action | Policy / Regulation Number | Policy Alert | Title | First Reading | Second Reading |
|-----|-----------|----------------------------|--------------|--|---------------|----------------|
| 1. | Revised | P 0142.1 | 236 | Nepotism | 2/2/26 | 3/2/26 |
| 2. | Revised | P 1220 | 236 | Employment of Chief School Administrator (M) | 2/2/26 | 3/2/26 |
| 3. | New | P 1552 | 236 | Sexual Harassment – Staff (M) | 2/2/26 | 3/2/26 |
| 4. | New | R 1552 | 236 | Sexual Harassment – Staff (M) | 2/2/26 | 3/2/26 |
| 5. | Revised | P 2530 | 236 | Resource Materials | 2/2/26 | 3/2/26 |
| 6. | Revised | R 2530 | 236 | Resource Materials | 2/2/26 | 3/2/26 |
| 7. | New | P 2535 | 236 | Library Material (M) | 2/2/26 | 3/2/26 |
| 8. | New | R 2535 | 236 | Library Material (M) | 2/2/26 | 3/2/26 |
| 9. | Abolished | P 3362 | 236 | Sexual Harassment (M) | 2/2/26 | 3/2/26 |
| 10. | Abolished | R 3362 | 236 | Sexual Harassment of Teaching Staff Members Complaint Procedure | 2/2/26 | 3/2/26 |
| 11. | Abolished | P 4352 | 236 | Sexual Harassment (M) | 2/2/26 | 3/2/26 |
| 12. | Abolished | R 4352 | 236 | Sexual Harassment of Support Staff Members Complaint Procedure (M) | 2/2/26 | 3/2/26 |
| 13. | Revised | P 9130 | 236 | Public Complaints | 2/2/26 | 3/2/26 |
| 14. | Revised | R 9130 | 236 | Public Complaints | 2/2/26 | 3/2/26 |

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 2nd day of March 2026 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 |

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 |