

MOUNTAIN LAKES BOARD OF EDUCATION
MINUTES OF REGULAR MEETING
Tuesday, October 3, 2006

A Regular Meeting of the Mountain Lakes Borough Board of Education was held on Tuesday, October 3, 2006 at 7:30 p.m. at the Mountain Lakes High School.

Daniel A. Borgo
Business Administrator/Board Secretary

Roll Call:

Present: Mrs. Boertzel
 Mrs. Brennan
 Mrs. Dawson
 Mr. Gniewek
 Mrs. McCusker
 Mr. Munday
 Mr. Stokes
 Mrs. Wall
 Ms. Wolfe
 Francois Vandame, Student Representative
Absent: Mrs. Lio, Boonton Township Representative

Also present: Dr. Kazmark, Superintendent, Amal Hussein, MLEA Representative, and members of the public.

STATEMENT OF NOTICE

The New Jersey Open Public Meetings Law was enacted to insure 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 Citizen of Morris County and the Morris County Daily Record.

PRESENTATION

Francois Vandame presented his Eagle Scout project for the construction of bat houses in the Borough at locations near the lakes and around the schools. He requested approval from the Board for the proposed location of a bat house on the high school grounds. He will be meeting with Mr. Ludwig to discuss a possible location and he will be meeting with the Borough Council, the Environmental Commission and the Recreation Commission to obtain their approval as well.

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Dr. Kazmark advised that he does not see any problem with this proposal and is in favor of this project.

COMMENTS AND REQUESTS FROM THE MLEA PRESIDENT

Amal Hussein asked about the policy with regard to lock-down and relocation drills with students and about the policy with regard to health benefits for maternity leave substitutes. Ms. Hussein also noted that there are three motions on the agenda for approval of maternity leaves. Two of them are for 18 month leaves and one for a 24 month leave. She expressed the opinion that all three are entitled to 24 months and if there is a change in policy that should be negotiated.

Dr. Kazmark advised that there is not a per se policy with regard to lock-downs. He met today with Chief Tovo to discuss this issue. There has been a lock-down drill conducted at the high school with the students present and at the other schools drills have been conducted without the students in the building. He will be meeting with the principals and Chief Tovo to discuss plans for future drills in the schools.

Dr. Kazmark stated that health benefits have been granted maternity leave substitutes after a period of time. There is a 60-day waiting period if the substitute does not start on the first day of school. The policy with regard to substitute health benefits will be reviewed for consistency.

With regard to the length of time for the maternity leaves, Dr. Kazmark advised that this has been forwarded the Board Attorney's office for interpretation. The Board Attorney will contact the MLEA attorney regarding this issue.

COMMENTS AND REQUESTS FROM MEMBERS OF THE PUBLIC

There were no other members of the public who wished to address the Board and the meeting was closed to the public.

REPORT OF THE STUDENT REPRESENTATIVE

Francois Vandame advised that at the high school the parking lot has been numbered and there have been two successful fire drills using the new exits. So far there has been a smooth transition with the students getting used to the new building and some of the staff changes this year. This Saturday at the football game the high school will be awarded the ShopRite Cup for the best program in Group I. Scheduled events in October include the senior class picnic on the 11th, the Michael Phalen assembly for freshmen on the 13th, Pep Rally and Homecoming Dance on the 15th, College Fair at County College of Morris on the 15th and an activity program for juniors on the 20th.

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COMMUNICATIONS

Dr. Kazmark advised that a letter was received from Scott Ayres, President of Construction Services Company expressing his interest in being recognized on the plaque that will be placed in the high school.

Discussion took place with regard to Mr. Ayres' letter and the consensus of the Board members was in favor of having the Construction Services Company name added to the plaque.

COMMITTEE REPORTS

PROGRAM COMMITTEE

Mrs. Wall advised that the committee met to review the new and revised curricula that have been presented for approval. There are two committee meetings scheduled this month at which the committee will have the same kind of presentations that were received last year from the teachers who actually wrote the curricula. This will give the committee an opportunity to meet with the teachers who worked on these projects.

EXTRA/CO-CURRICULAR/ATHLETICS COMMITTEE

Mrs. Brennan advised that Mr. Ludwig gave a report to the committee on the meeting with the coaches and will follow up with another meeting. Shari Russo met with the committee and discussed the drug survey to be given to the students in October. The results of the survey will be reviewed by the committee in January.

MLEA NEGOTIATIONS COMMITTEE

Dr. Kazmark advised that the committee met with the MLEA regarding Side Bar B and there is another meeting tentatively scheduled for October 17 but that will probably be rescheduled.

SPECIAL EDUCATION FORUM

Mrs. Wall advised that the first program of the year is scheduled this Tuesday, October 10 in the high school library at 7:30 p.m. on the topic of how to help your children with homework, to be presented by members of the Special Education teaching staff.

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COMMITTEE REPORTS continued

FIT FOR LIFE

Mrs. Brennan advised that she received an email from Duke Smith stating that he was happy about the removal of sugar from the school cafeteria menu.

LAKER SPORTS TURF COMMITTEE

Mrs. Boertzel advised that the fundraising efforts for the turf field are going well.

**REPORT AND RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR/
BOARD SECRETARY**

Please note that Mrs. Lio, Boonton Township representative to the Mountain Lakes Board, only votes on high school and district wide issues.

Motion by Mr. Stokes, seconded by Mrs. Brennan, that the Current Check Register (Bills List) for the month of July 2006, be approved for payment in the amount of \$384,307.32.

123-06
Check Register

Motion carried by roll call vote 9-0 (Mr. Munday abstained as to Nos. 0176, 0192 and 0194 and Mrs. Dawson abstained as to Nos. 0404, 0481, 0474 and 0420).

Motion by Mrs. Dawson, seconded by Mr. Gniewek, to approve at second reading, the following policies: (see separate enclosure)

124-06
Policy Adopti

- #5131.6 Drugs, Alcohol, Tobacco
- #5141 Health
- #5141.1 Accidents
- #5141.2 Illness
- #5141.21 Administering Medication
- #5141.22 HIV/AIDS
- #5141.3 Health Examinations and Immunizations
- #5141.4 Child Abuse and Neglect
- #5142.2 Pupil Suicide Prevention
- #5145.1 Pupil Rights
- #5145.11 Questioning and Apprehension
- #5145.12 Search and Seizure
- #5145.4 Equal Educational Opportunity
- #5145.41 Sexual Harassment

Motion carried by unanimous roll call vote 9-0.

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**REPORT AND RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR/
BOARD SECRETARY continued**

Motion by Mr. Stokes, seconded by Mrs. Brennan, to approve the following resolution:

125-06
Resolution to
Hire Construc
Completion
Personnel

WHEREAS, the Mountain Lakes High School referendum project is substantially complete, and

WHEREAS, quotations were accepted for construction completion services on the above stated project, now

THEREFORE, be it resolved to hire Jim Philbin as of October 4, 2006 at a rate of \$300 per day, 8-hour day excluding lunch, to perform such services. These services will continue for a maximum of 20 days.

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Dawson, seconded by Mrs. Wall, to approve the acceptance of the 2006-2007 IDEA Basic and Pre-school Grants in the following amounts:

126-06
Acceptance
IDEA Grants

IDEA Basic	\$206,527
IDEA Pre-school	\$6,635
IDEA Non-public	\$19,895

The administration of this grant is supervised by Susan Silverstein, Director of Student Services.

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Dawson, seconded by Mrs. Wall, to approve the submission of the 2006-2007 No Child Left Behind Act Consolidated Formula Subgrant Application as follows:

127-06
Approval
Grant
Submission

Title II Part A – Teacher & Principal Training & Recruiting	\$23,712
Title II Part D – Enhancing Education through Technology	\$142
Title IV – Safe and Drug Free Schools	\$3,712
Title V – Innovative Program	\$2,000

Funds not being accepted:

Title I – Improving Basic Programs	\$34,251
Title III – English Language Enhancement	\$314

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**REPORT AND RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR/
BOARD SECRETARY continued**

The administration of this grant is supervised by Susan Silverstein, Director of Student Services.

Motion carried by unanimous roll call vote 9-0.

REPORT AND RECOMMENDATIONS OF SUPERINTENDENT OF SCHOOLS

Dr. Kazmark distributed a listing of the number of National Merit Commended Students from Mountain Lakes High School over the past several years.

Motion by Mrs. Brennan, seconded by Mrs. Boertzel, to accept the following revised curricula:

English 10 Honors
English 10 College Prep

115-06
Revised
Curricula

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Brennan, seconded by Mrs. Boertzel, to approve **Kenneth Stokes** to serve as a volunteer Fencing Coach for his son, Connor Stokes during the upcoming fencing season.

116-06
Personnel
Volunteer Co.

Motion carried 8-0-1 (Abstain-Mr. Stokes).

Motion by Mrs. Wall, seconded by Mrs. Dawson, to approve the following course for tuition reimbursement when the course has been completed and the transcript received by the Superintendent:

117-06
Tuition
Reimburseme

Anne Brown Marygrove College	Math: Teaching for	3 credits
Wildwood	Understanding K-6	

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Wall, seconded by Mrs. Dawson, to approve the horizontal movement on the salary guide for **Trish Spence Reid**, CST teacher, from MA, Step 12 to MA30, Step 12 at a salary of \$63,441 effective September 1, 2006.

118-06
Horizontal
Movement on
Salary Guide

Motion carried by unanimous roll call vote 9-0.

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REPORT AND RECOMMENDATIONS OF SUPERINTENDENT OF SCHOOLS
continued

Motion by Mrs. Wall, seconded by Mrs. Dawson, to approve the horizontal movement on the salary guide for **Cynthia Gorzelnik**, teacher at Wildwood, from MA, Step 15+ to MA30, Step 15+ at a salary of \$75,863 effective September 1, 2006.

131-06
Personnel
Horizontal
Movement on
Guide

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Wall, seconded by Mrs. Brennan, to approve an increase in time for **Ruth Ann Flint**, a paraprofessional at Lake Drive. Ms. Flint will be increased from 6.5 hours per day to 6.75 hours per day for the 2006-2007 school year.

132-06
Personnel
Increase in Ti

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Wall, seconded by Mrs. Brennan, to approve **Allen Reposh** as co-advisor for Jr.NAD with Ellen Buechner at Step 1, Year 1 for \$370. Mr. Reposh is replacing Pam Schwartz.

133-06
Personnel
Extra Pay
Appointment
Revision

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Dawson, seconded by Mrs. Brennan, to approve payment to **Mary Wallace** for summer curriculum work for 2 days at \$125 per day.

134-06
Personnel
Extra-Pay
Appointment

Motion carried 8-0-1 (Abstain-Mrs. Wall).

Motion by Mrs. Wall, seconded by Mrs. Dawson, to approve a maternity/child care leave of absence for **Lainie Lederman**, teacher at Wildwood School, effective November 6, 2006. Ms. Lederman will be on paid leave through January 12, 2007 and is eligible for health benefits as provided under FMLA through January 31, 2007. Ms. Lederman is not eligible for NJFLA since her leave of absence is within the 24 months of her last NJFLA leave of absence. Ms. Lederman plans on returning to work for the 2007-2008 school year.

135-06
Personnel
Maternity/Chi
Care Leave

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Wall, seconded by Mrs. Dawson, to approve a maternity/child care leave of absence for **Amy Coffey**, teacher at Wildwood School, effective November 13, 2006. Ms. Coffey will be on paid leave through December 8, 2006 and is eligible for health benefits as provided under FMLA and NJFLA through March 31, 2007. Ms. Coffey plans on returning to work for the 2007-2008 school year.

136-06
Personnel
Maternity/Chi
Care Leave

Motion carried by unanimous roll call vote 9-0.

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REPORT AND RECOMMENDATIONS OF SUPERINTENDENT OF SCHOOLS
continued

Motion by Mrs. Wall, seconded by Mrs. Dawson, to approve a maternity/child care leave of absence for **Melissa Pecarific**, teacher at Mountain Lakes High School, effective October 25, 2006. Ms. Pecarific will be on paid leave through December 4, 2006 and is eligible for health benefits as provided under FMLA and NJFLA through February 28, 2007. Ms. Pecarific plans on returning to work for the 2007-2008 school year.

137-06
Personnel
Maternity/Child
Care Leave

Motion carried by unanimous roll call vote 9-0.

Discussion took place regarding obligation of the district to guarantee the jobs for teachers on maternity leave pursuant to the provisions of FMLA and NJFLA.

Motion by Mrs. Dawson, seconded by Mrs. Wall, to approve the appointment of **Joann Catlett** as a teacher at Wildwood School, effective October 16, 2006 through January 19, 2007 at BA Step 1, at an annual cost of \$41,838, pro-rated at 1/200th per diem (\$209.19 a day/\$12,551 total). Ms. Catlett will fulfill the remainder of Ms. Murphy's maternity leave. Ms. Coffey, hired as Ms. Murphy's maternity replacement, is unable, due to her own pregnancy, to complete the full term of Ms. Murphy's maternity leave.

138-06
Personnel
Appointment

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Dawson, seconded by Mrs. Wall, to approve the appointment of **Nancy Wood** as a teacher at Wildwood School, effective October 16, 2006 through June 21, 2007 or the last day of school at BA Step 1, at an annual cost of \$41,838, pro-rated at 1/200th per diem (\$209.19 a day/\$33,052 total). Ms. Wood will replace Ms. Lederman while she is on maternity leave.

139-06
Personnel
Appointment

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Dawson, seconded by Mrs. Wall, to approve the appointment of **Susan Thiede**, as a substitute teacher for the 2006-2007 school year. Ms. Thiede was interviewed by Anne Mucci.

140-06
Personnel
Substitute
Appointment

Motion carried by unanimous roll call vote 9-0.

Motion by Mrs. Dawson, seconded by Mrs. Wall, to accept the resignation of **Manuel Chavez**, paraprofessional at Lake Drive, effective October 11, 2006.

141-06
Personnel
Resignation

Motion carried by unanimous roll call vote 9-0.

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PRESIDENT'S REPORT

Mrs. McCusker advised that she has only received input from five Board members with regard to the topics for discussion at the Board's special meeting and asked that the rest of the Board members provide their input as soon as possible.

Discussion took place with regard to available dates and the meeting was scheduled for November 27, 2006, 7-10 p.m.

UNFINISHED BUSINESS

Mr. Munday advised that the bleachers will be ready for the football game this weekend.

NEW BUSINESS

Discussion took place with regard to school security procedures and lock down drills. It was suggested that the Facilities Committee review this issue. Dr. Kazmark suggested that this be one of the topics of discussion at the Board's special meeting. He advised that the district has \$80,000 in grant money for school security and he will be meeting with the principals to discuss school safety. Dr. Kazmark will report to the Board at the next meeting regarding the status of this issue.

COMMENTS AND REQUESTS FROM THE MLEA PRESIDENT

Amal Hussein noted that both the Federal Family Law Act and the New Jersey Family Law Act provide for a guarantee of a teacher's job following maternity leave and that guarantee is also protected by the MLEA Contract.

COMMENTS AND REQUESTS FROM MEMBERS OF THE PUBLIC

There were no members of the public who wished to address the Board and the meeting was closed to the public.

ADJOURNMENT

Motion by Mrs. Wall, seconded by Mrs. Brennan, that meeting be adjourned at 9:00 p.m.

Motion carried 9-0.

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Respectfully submitted,

Daniel A. Borgo
Business Administrator/Board Secretary

Regina Giardina, Stenographer

Meetings of the Mountain Lakes Board of Education

<u>Date</u>	<u>Type of Meeting</u>	<u>Place</u>
October 16, 2006	Regular Meeting	Mountain Lakes High School (7:30 p.m.)
November 6, 2006	Regular Meeting	Mountain Lakes High School (7:30 p.m.)
November 20, 2006	Regular Meeting	Mountain Lakes High School (7:30 p.m.)