

Palisades Park Board of Education
Work Session/Regular Business Meeting Agenda
Wednesday, January 22, 2025 – at 6:30 p.m., Early Childhood Center

A. CALL TO ORDER: Board President-6:33

B. FLAG SALUTE

C. ROLL CALL

	Present	Absent
Ms. Soo Chung	☒	☐
Mr. William Kim	☒	☐
Mr. Anthony Kim	☒	☐
Ms. Rebekah Lee	☒	☐
Ms. Sookyung Park	☒	☐
Ms. Boyoung Yu	☒	☐
Mr. Aaron Pak	☒	☐
Mr. Jun Yim	☒	☐
Mr. Sergio Calle	☒	☐
Dr. Joseph Cirillo	☒	☐
Busch Law Group	☒	☐
Tyler Jung-Student Rep	☒	☐

Aleksandar Kondovski was not present at the meeting. Amanda Vecharello acted as board secretary.

D. STATEMENT OF PRESIDING OFFICER

In compliance with the Open Public Meetings Act (Chapter 231, P.L. 1975), I hereby state that notice of this **Regular Meeting** has been provided to the public by a written notice dated January 15, 2025 (date of published notice)

The Meeting Notice has been:

1. Emailed to all staff members at the district's 3 school locations.
2. Communicated to The Record.
3. Filed with the Borough Clerk of Palisades Park.

E. REVIEW AND DISCUSS RESOLUTIONS TO BE VOTED ON AT THE REGULAR MEETING

F. ADJOURN WORK SESSION: OPEN REGULAR MEETING

Motion to adjourn work session and open regular meeting

Motion: Soo Chung

2nd: Jun Yim

All in favor – aye – 7:15 p.m.

G. REPORT OF THE BOARD PRESIDENT

Soo Chung expressed her gratitude to the PTA for hosting last Friday's dance at Lindbergh and extending an invitation to her. She shared that she thoroughly enjoyed the event.

H. REPORT OF THE SUPERINTENDENT

Dr. Cirillo was excited to say that during last Wednesday's new preschool orientation, the process was met with great satisfaction, marking one of the smoothest first days of school, as noted by staff. He also welcomed the student representative, Tyler Jung, a sophomore at the Junior/Senior High School, who was selected and voted on by his peers. Tyler was formally introduced and expressed his gratitude and excitement for this role, stating his commitment to supporting his fellow students.

Dr. Cirillo extended a warm welcome to Jonathan Weiss and his team, thanking them for their patience and thorough oversight throughout the auditing process. Jonathan Weiss, NJCMFO, NJCTC, presented charts, graphs, and financial highlights, comparing revenues and expenses to the previous year. He provided updates on consistent items, such as interest in bank accounts, and elaborated on the importance of encumbered purchase orders. Dr. Cirillo inquired about the status of funds identified as short-paid by the borough four years ago, totaling \$54,221. Jonathan confirmed that we are still eligible to receive these funds. When asked about issues with the PCR, Jonathan explained there were instances where individuals were charged to two accounts. Dr. Cirillo clarified that as an example it may be that one account was for a regular teaching line, and the other was designated for coaching responsibilities.

- Audit Presentation – BKC, CPA'S, P.C.

I. REPORT OF THE BOARD ATTORNEY

J. APPROVAL OF BOARD MINUTES

1. Approval of Minutes – Regular Business Meeting – December 18, 2024 and Reorganization Meeting – January 8, 2025

Move that the Palisades Park Board of Education upon recommendation of the Superintendent approves the minutes of the following meetings;

- December 18, 2024 Regular Business Meeting
- January 8, 2025 Reorganization Meeting

December 18th meeting minutes do not have any of the new members vote and in favor.

Moved by: William Kim Seconded by: Boyoung Yu
All in favor - aye
No objections, no abstentions

COMMITTEE REPORTS

K. FINANCE

Consent Agenda for Items 1-12 – Jun Yim

1. FOOD SERVICE VOUCHERS

BE IT RESOLVED that the Palisades Park Board of Education upon recommendation of the Superintendent approves Food Service Payment(s) as follows:

VENDOR	DESCRIPTION	COST
Pomptonian, Inc.	12/13/24 – PAL637121324	\$51,843.66
Pomptonian, Inc.	12/20/24 – PAL637122024	\$23,617.41
Pomptonian, Inc.	01/03/25 – PAL637010325	\$15,005.99
Pomptonian, Inc.	01/10/25 – PAL637011025	\$24,749.23
Sentinel Fire Control Inc.	ECC State Inspection – Kitchen Ovens, Hoods	\$337.00
Sentinel Fire Control Inc.	PPHS State Inspection – Kitchen Ovens, Hoods	\$491.00
Sentinel Fire Control Inc.	Lindbergh State Inspection – Kitchen Ovens, Hoods	\$468.50

2. SECRETARY’S AND TREASURER’S FINANCIAL REPORTS

BE IT RESOLVED that the Palisades Park School District Board of Education, upon the recommendation of the Superintendent, accepts the Secretary’s and Treasurer’s unaudited 2024-25 financial reports, which are in agreement reflecting the district’s financial activities for the period December 2024.

3. RATIFICATION OF BOARD SECRETARY’S MONTHLY CERTIFICATION – BUDGETARY LINE ITEM STATUS

BE IT RESOLVED pursuant to N.J.A.C.6A:23-2.11(c)3, the Board Secretary certifies that as of December 2024 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:232.11(a).

BE IT FURTHER RESOLVED pursuant to N.J.A.C.6A:23-2.11(c)4 that the Palisades Park School District Board of Education certifies that as of December 2024 after review of the Board Secretary’s and Treasurer’s monthly financial report, in the minutes of the Board each month that no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.11(b).

4. APPROVAL OF PAYROLL – 12/20/2024, 01/15/2025

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the following payroll amount:

Payroll Date	Amount
12/20/24	\$976,024.69
01/15/25	\$912,610.97

5. APPROVAL OF THE BILL LIST – JANUARY

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the January 2025 bill list in the amount of **\$1,493,790.90**:

- Fund 10 (General/Current Expenses) \$1,194,032.61
- Fund 20 (Special Revenue) \$183,245.50
- Fund 30 (Capital Projects Fund) \$0
- Fund 60 (Food Service) \$116,512.79

6. TRANSFERS

RESOLVED that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approve transfers for the month of December 2024.

7. STUDENT ACTIVITIES ACCOUNTS

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent accepts the financial reports for the High School and the Lindbergh School Activities Accounts, for the month ending 12/31/2024. (on file in BOE Office)

8. TUITION REIMBURSEMENT

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent, approves the following tuition reimbursement requests:

Staff Member	College/University	Course Name	Credits
Nicole Turro	Southern New Hampshire University	Engaging Students with U.S. Founding Documents	3
Joowon Yim	Montclair State University	Numbers & Operations in the Middle Grades	3
Joowon Yim	Montclair State University	Algebra & Algebraic Thinking	3

9. STAFF MEMBER VISITATIONS/WORKSHOPS

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent, approves the following requests for professional Visitations/Workshops:

Staff Member	Activity	Location	Date(s)	Cost	Account Number
Alexi Dominguez Christine Orlowski Lori Kilmurray	PE, Health and Coaching Conference	Morristown, NJ	03/07/25	\$199.99	20-270-200-300-01
Christine Orlowski	NJAHPERD Annual Convention	Princeton, NJ	02/24/25	\$250.00	20-270-200-300-01
Ive Pavin	NJAHPERD Annual Convention	Princeton, NJ	02/25/25	\$250.00	20-270-200-300-01

10. DONATIONS ACCEPTANCE

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent, accept the following donations for the 24-25 SY:

Donor	Amount	Building	Purpose	Account No.
Korean Consulate General in New York	\$9,000	PPHS	Maintaining Korean Language Classes, educational/cultural events/field trips, personnel expenses	20-002-100-610-03
Korean Consulate General in New York	\$5,000	Lindbergh	Maintaining Korean Language Classes, educational/cultural events/field trips, personnel expenses	20-002-100-610-02

11. ACCEPTANCE OF FY 2024 AUDIT AND ANNUAL COMPREHENSIVE FINANCIAL REPORT

BE IT RESOLVED, that the Palisades Park Board of Education accepts the Annual Comprehensive Financial Report (ACFR) and Auditor's Management Report (AMR) for the fiscal year ending June 30, 2024, as prepared by BKC, CPA'S, P.C., with recommendations.

12. AUDIT CORRECTIVE ACTION PLAN FY 2024

BE IT RESOLVED, that the Palisades Park Board of Education approves and accepts the Corrective Action Plan (CAP) prepared by the Business Administrator in response to the recommendation, as noted in the Auditor's Management Report (AMR) & Annual Comprehensive Financial Report (ACFR), FY24, for submission to the Bergen County Executive Superintendent of Schools and the State Department of Education.

Motion to table #11: Boyoung Yu 2nd: Aaron Pak

All in favor – aye

No objections, no abstentions

Moved to approve Finance Consent Agenda Items #1-12, excluding #11

Moved by: Aaron Pak

Seconded By: Anthony Kim

VOTE

Board Member	Yes	No	Abs.	N/P	Board Member	Yes	No	Abs.	N/P
Soo Chung	☒	☐	☐	☐	Boyoung Yu	☒	☐	☐	☐
Sergio Calle	☒	☐	☐	☐	Sookyung Park	☒	☐	☐	☐
Rebekah Lee	☒	☐	☐	☐	William Kim	☒	☐	☐	☐
Anthony Kim	☒	☐	☐	☐	Aaron Pak	☒	☐	☐	☐
Jun Yim	☒	☐	☐	☐					

L. BUILDINGS AND GROUNDS – Aaron Pak

M. PERSONNEL

Consent agenda for Items 1-6 – Boyoung Yu

1. HOME INSTRUCTION TEACHERS

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the following home instruction:

Staff Member	Student ID	Anticipated Start Date	End Date
Elizabeth Porrino	11838	01/09/2025	TBD
Jaclyn Vouthas	12048	01/16/2025	TBD

Up to 10 hours per week
\$35 per hour

2. CLINICAL PLACEMENT REQUEST

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the clinical experience (practicum) placement for Karla Remache, 6-8 Spanish, from January 23, 2025 thru May 14, 2025. The clinical expectation is one day per week at the Jr./Sr. High School under the supervision of Rosanna Farnese.

3. APPOINTMENT OF STAFF

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the appointment of the following personnel for the 2024-2025 school year:

Employee Name	Position	Salary	Start Date	Account #	Building
Walid Nashawi	Daily Substitute	\$125 per day	TBD	N/A	District Wide
Jonathan M. Simon Martinez	Part Time Custodian	\$16.50	TBD	11-000-262-101-01	Lindbergh
Kyle Bartus	Permanent Substitute	\$150 per day	TBD	N/A	District Wide

4. TITLE I – NJSLA ACADEMY AFTER SCHOOL PROGRAM SUBSTITUTE

BE IT RESOLVED that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves Natalie Doornheim as a substitute in the NJSLA Academy After School Program at Lindbergh Elementary School.

Account Number: 20-231-100-101-01
Amount: \$36 per hour

5. HEAD FOOTBALL COACH

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves Salvatore DeGennaro as the Head Football Coach for the 2025-2026 School Year.
Stipend: \$6,994 (pending negotiations)

6. ASSISTANT SOFTBALL COACH

BE IT RESOLVED that the Palisades Park Board of Education upon the recommendation of the Superintendent approves Ricky Santana as the Assistant Softball Coach for the 2024-2025 School Year.
Stipend: \$4,858 (pending negotiations)

Rebekah Lee inquired about any resignations from the current football coach. Dr. Cirillo clarified that there are no formal resignations, as all positions are reviewed annually. Coaches are either appointed or reappointed during this process, and the current coach ends when a new coach is officially hired.

Moved to approve Personnel Consent Agenda Items #1-6

Moved by: Aaron Pak

Seconded By: Boyoung Yu

VOTE

Board Member	Yes	No	Abs.	N/P	Board Member	Yes	No	Abs.	N/P
Soo Chung	☒	☐	☐	☐	Boyoung Yu	☒	☐	☐	☐
Sergio Calle	☒	☐	☐	☐	Sookyung Park	☒	☐	☐	☐
Rebekah Lee	☒	☐	☐	☐	William Kim	☒	☐	☐	☐
Anthony Kim	☒	☐	☐	☐	Aaron Pak	☒	☐	☐	☐
Jun Yim	☒	☐	☐	☐					

N. EDUCATION

Consent agenda for Item 1 – Sookyung Park

1. FIELD TRIPS

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the following Field Trips:

- Destination: Bowlero – Wallington, NJ
- Date: Thursday, May 22, 2025
- Time: 9:30 a.m. – 1:30 p.m.
- Group: 5th Grade
- Cost per Student: \$20 plus cost of bus
- Destination: Bergen Community College
- Date: Friday, May 16, 2025
- Time: 8:00 a.m. – 3:30 p.m.
- Group: Chorus
- Cost per Student: \$20

Moved to approve Education Agenda Item #1

Moved by: Anthony Kim

Seconded By: Sookyung Park

All in favor – aye

No objections, no abstentions

O. NEGOTIATIONS – William Kim

P. POLICY – Boyoung Yu

Q. NJ SCHOOL BOARDS LIAISON/ALTERNATE – Anthony Kim

R. COUNTY SCHOOL BOARDS REP/ALTERNATE – Anthony Kim

S. SCHOOL SAFETY AND SECURITY COMMITTEE – Rebekah Lee

T. OLD BUSINESS

- Tax Levy Underpayment – SY 21-22

U. NEW BUSINESS

BE IT RESOLVED, that the Palisades Park Board of Education establishes the following standing/AdHoc committees, liaisons, and committee chair/member appointments:

COMMITTEE	CHAIRPERSON	BOARD MEMBERS
Finance	Jun Yim	William Kim Boyoung Yu
Buildings & Grounds	Aaron Pak	Anthony Kim Sergio Calle
Personnel	Boyoung Yu	Jun Yim Sookyung Park
Education/Curriculum	Sookyung Park	Rebekah Lee Sergio Calle
Policy	Boyoung Yu	Aaron Pak William Kim
Negotiations	William Kim	Aaron Pak Jun Yim
School Safety & Security	Rebekah Lee	Anthony Kim Sergio Calle
NJ School Boards Liaison	Anthony Kim	
County School Boards Liaison	Anthony Kim	

Move to approve the establishment of the 2025 Committees, Chairpersons and Committee Members.

Moved by: Aaron Pak

Seconded by: Sookyung Park

All in favor – aye

No objections, no abstentions

#1 New Business- Policy Revisions

BE IT RESOLVED, the Palisades Park Board of Education amends By law 9322 to add paragraph F- Electronic Communication among Board Members "F : School District provided Board member emails may only be accessed through proper procedures in adherence to the Open Public Records Act by all parties including district administration and employees.,"

BE IT FURTHER RESOLVED, the Palisades Park Board of Education amends Policy 6142.10 Districts Rights and Responsibilities Existing language - The computer system is the property of the district, and all computer software and hardware belong to it. Therefore, the district retains the right to monitor all access to and use of the internet.

Revised language - The computer system is the property of the district, and all computer software and hardware belong to it. Therefore, the district retains the right to monitor all access to and use of the internet. For the avoidance of doubt, the right to monitor does not provide arbitrary access by administration and employees to School District provided Board Member email. (Refer to Bylaw 9322 F). District employees (IT or otherwise) and Administration shall not alter or delete email or other IT logs without prior approval by the Board.

Moved to approve #1 New Business – Policy Revisions

Moved by: Aaron Pak

Seconded By: Sookyung Park

All in favor – aye

No objections, no abstentions

#2 New Business - Committee - Evaluation Advisory Committee

Be it resolved that the Palisades Park Board of Education approves the establishment of an Evaluation Advisory Standing Committee to develop and oversee an effective system for evaluating the Chief School Administrator (CSA), Principals, Assistant Principals, Vice-Principals; Business Administrator, Teaching Staff, and other district employees when appropriate. The committee, in collaboration with the Board President, shall implement Policies 2130, 2131, and 4116 by:

- Creating evaluation rubrics,
- Conducting an annual summary conference to assess performance, progress and student achievement, .
- Preparing a written report for review and approval by the full Board, and/or
- Carrying out additional related responsibilities as needed.

Rebekah explained that the board does not have the authority to evaluate teachers. In response, William expressed his belief that creating a rubric for evaluating teachers is a responsibility of the board. Dr. Cirillo inquired about the composition of the committee for item #2. Dr. Cirillo confirmed that the district is fully compliant with all TEACH NJ regulations regarding evaluations, annual conferences, and progress reports. He suggested discussing the matter further at a later time.

Moved to approve #2 New Business – Committee – Evaluation Advisory Committee

Moved by: Boyoung Yu

Seconded By: Soo Chung

VOTE

Board Member	Yes	No	Abs.	N/P	Board Member	Yes	No	Abs.	N/P
Soo Chung	☒	☐	☐	☐	Boyoung Yu	☒	☐	☐	☐
Sergio Calle	☒	☐	☐	☐	Sookyung Park	☒	☐	☐	☐
Rebekah Lee	☐	☒	☐	☐	William Kim	☒	☐	☐	☐
Anthony Kim	☐	☒	☐	☐	Aaron Pak	☒	☐	☐	☐
Jun Yim	☒	☐	☐	☐					

#3 All Contracts Accessible on School Website

Soo Chung proposed a motion to make the salaries of all school employees accessible on the school's website. She explained that this would help the public have better knowledge by easier accessibility to the public record.

Jun Yim asked if it was permissible for such information to be public, and the Busch Law representative clarified that employee salaries are public information and can currently be obtained through an OPRA (Open Public Records Act) request. Boyoung Yu questioned the purpose of publishing the salaries online when the information is already accessible through OPRA. In response, Soo Chung emphasized that making the information available online would streamline the process and provide greater clarity and convenience for stakeholders.

No motion was made on this proposal.

V. AUDIENCE PARTICIPATION

Move to open audience participation

Motion: Aaron Pak

2nd: Sookyung Park

All in favor – aye – 8:00 p.m.

Mrs. Rivera asked when the new playground would be completed. Dr. Cirillo explained that the project is being planned close to the building, with the goal of planning in the spring. He noted that a previous playground was removed to accommodate essential parking needs. Mike is a parent with three children in different schools who emphasized the importance of meeting benchmarks previously demonstrated by Dr. Cirillo. He urged the board to recognize the value of staff and to pay them what they deserve, highlighting the role they play in achieving success. Ms. Sterni wished everyone a Happy New Year and expressed concern over the lack of progress in contract negotiations since May 2024. She noted that salaries remain below the county average and shared that teachers have been forced to leave for better compensation and respect elsewhere. She emphasized the need for a fair and equitable contract and informed the community that the matter is now in fact-finding, with the first meeting scheduled for February 4. Ms. Chung clarified her reasoning behind the motion to make employee salaries accessible on the school's website, stating that it would provide transparency. She also expressed appreciation for the negotiation team. Mr. Riviera inquired about accessing a digital format of the audit report. He asked if secondary reviews are required and whether there is a cap on findings. Dr. Cirillo explained that the report is submitted to the DOE for oversight, noting that such agencies have their job to do. He expressed hope that any repeat findings would lead to a new team reviewing and correcting the issues. Frank Ring, a long-time community/staff member and alumni from the class of 1981 shared his frustration. He explained that despite being at the top of the pay scale, he cannot afford to live in the town he serves. He highlighted the disconnect between staff and the Board of Education, expressing a desire for better communication, such as addressing staff in monthly meetings or via email. He emphasized the increasing affluence in the community, noting 24 recent home sales exceeding \$1 million, and urged the board to consider the hard work and dedication of the staff. Mr. Mandel addressed concerns about the lack of progress in negotiations, stating that fact-finding is the reason for the delay. He clarified that the association has not formally asked for salaries at the county average. The attempts to address this matter publicly are not fair to the board. As for why the board has not contacted you directly, it is because they are not permitted to do so. Board members were elected by the community and are required to follow established protocols. Mr. Ring countered, emphasizing that the district has consistently lagged behind the county average during his entire time here. Mr. Mandel explained that the board cannot raise the public tax levy more than 2% due to state-imposed caps. Ms. Sterni refuted Mr. Mandel's statements, asserting that she and Amanda had previously reviewed the county average with him. She argued that negotiations can still occur during fact-finding and invited open dialogue. She shared her frustration about the delay in scheduling meetings, noting that the mediator had proposed February 3, which she accepted, but the board declined. She also shared that February 4, the scheduled date for fact-finding, is her 15th wedding anniversary. Instead of spending the day with her husband, she will be attending the fact-finding session, expressing her frustration and disappointment.

Motion to close audience participation and move to closed session.

Motion: Sookyung Park

2nd: Anthony Kim

All in favor – aye – 8:24 p.m.

W. CLOSED SESSION

- HIB

X. ADJOURNMENT

Motion to adjourn the meeting

Motion: Soo Chung

2nd: William Kim

All in favor – aye – 9:11 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'AK', is written over the printed name.

Aleksandar Kondovski

School Business Administrator/Board Secretary