Palisades Park Board of Education
Work Session/Regular Business Meeting Agenda
Wednesday, January 21, 2026 – 6:30 p.m.
Early Childhood Center, 270 First Street, Palisades Park, NJ

A. CALL TO ORDER: Board President

B. FLAG SALUTE

C. ROLL CALL

	Present	Absent
Ms. Soo Chung	☒	☐
Ms. Sookyung Park	☒	☐
Ms. Boyoung Yu	☒	☐
Mr. Aaron Pak	☐	☒
Mr. Jun Yim	☐	☒
Mr. Sergio Calle	☒	☐
Mr. Ray Park	☐	☒
Ms. Inkyo Kim	☒	☐
Mr. Justin Jeong	☒	☐
Mr. Carl Albano	☒	☐
Mr. Emidio D'Andrea	☒	☐
Busch Law Group	☒	☐
Tyler Jung - Student Rep	☐	☒

Justin Jeong arrived at 6:39 p.m.

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, 2026 (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.
4. Posted on District Website.

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

Buildings and Grounds: Ms. Boyoung Yu asked why the Elks requested a fee waiver. President Soo Chung and Superintendent Carl Albano explained that district policy requires a $250 nonrefundable deposit for all facility users, including nonprofits, though it has not been consistently enforced. The Elks requested a waiver because they were not charged in prior years and had not budgeted for the fee but will plan accordingly in the future.

President Soo Chung stated the Board should review whether to maintain or amend the current policy and asked members to be prepared to discuss it at the next meeting.

Finance: Mr. Emidio D'Andrea explained that the 12/16/25 and 12/17/25 payroll included retroactive salary for teachers under the new contract. Retroactive payments for hourly adjustments are currently being processed. Board Attorney Aron Mandel stated that the previous teachers' contract expired before a new agreement was finalized, and the new contract includes salary increases retroactive to the date the prior contract ended.

Ms. Boyoung Yu asked if the contracts are for individual students and whether the costs were negotiable. Mr. Emidio

D'Andrea confirmed they are for individual students and explained that, during a review of purchase orders and preparation of the ASSA report, several previously unapproved contracts were identified and are now being brought to the Board. All students have been enrolled this school year. Costs vary based on each student's needs and required services, including paraprofessionals, and program differences among schools. Tuition rates are not negotiable and are audited by outside agencies. Superintendent Albano added that a significant portion of the cost is covered by state aid.

New Business: Ms. Boyoung Yu stated she would like to be a member, not a chair person for the Education committee. Mr. Justin Jeong volunteered to be the chairperson.

New Business: - Mr. Justin Jeong proposed a walking tour of the schools. President Soo Chung thanked him for the suggestion and said the Board can work with the administration to schedule some visit dates.

G. ADJOURN WORK SESSION: OPEN REGULAR MEETING

Motion to close work session and open regular meeting.
Moved by: Justin Jeong
Seconded by: Sergio Calle
All in favor – aye – 7:01 p.m.

H. REPORT OF THE BOARD PRESIDENT

President Soo Chung thanked Superintendent Carl Albano in advance of his report that recognizes the School Board members.

I. REPORT OF THE SUPERINTENDENT

1. SCHOOL BOARDS RECOGNITION MONTH

WHEREAS, The New Jersey School Boards Association has declared January 2026 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school board members; and

WHEREAS, The Palisades Park Board of Education is one of 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

WHEREAS, The Palisades Park Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and

WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

WHEREAS, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

WHEREAS, Boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments; Now, therefore, be it

RESOLVED, That the Palisades Park Board of Education, does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2026 as SCHOOL BOARD RECOGNITION MONTH; and be it further

RESOLVED, That the Palisades Park Board of Education urges all New Jersey citizens to work with their local boards of education and public school staff toward the advancement of our children's education.

J. REPORT OF THE BOARD ATTORNEY

K. APPROVAL OF BOARD MINUTES

1. **Regular Business Meeting – December 17, 2025**

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

   - December 17, 2025 Regular Business Meeting Minutes
   - December 17, 2025 Executive Meeting Minutes

Moved by: Soo Chung Seconded By: Sookyung Park
All in favor - aye
No objections, no abstentions

COMMITTEE REPORTS

L. BUILDINGS AND GROUNDS

Consent agenda for Item 1

1. **ELKS LODGE - HOOP SHOOT COMPETITION - FEE WAIVER**

   BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, waive the $250 non-refundable deposit for Elks Lodge for their Hoop Shoot competition that was held on January 4, 2026.

Moved by: Justin Jeong Seconded By: Inkyo Kim
All in favor - aye
No objections, Ms. Boyoung Yu abstained.

M. EDUCATION

Consent agenda for Items 1-4

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: Ninja Kidz at American Dream
- Date: Tuesday, January 20, 2026
- Time: 9:15 a.m. - 1:30 p.m.
- Group: Pre K3, Pre K4
- Cost per Student: $0 ($40.52/student covered by PEA Grant)

- Destination: BC2M Summit at Annex 417
- Date: Saturday, March 28, 2026
- Time: 9:00 a.m. - 4:00 p.m.
- Group: BC2M Mental Health Club
- Cost per Student: $0

- Destination: Bergen Community College - Teen Arts Festival
- Date: Friday, May 15, 2026
- Time: 8:00 a.m. - 3:30 p.m.
- Group: Dance, Drama, Chorus, Band, Creative Writing, Video Production
- Cost per Student: $25

- Destination: Clemente Bakery, South Hackensack, NJ
- Date: Wednesday February 25, 2026
- Time: 10:00 a.m. - 1:00 p.m.
- Group: Italian 3, AP Italian, Italian National Honor Society
- Cost per Student: $15

2. EVENTS

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the following in-school events:

- Program: Arithmetickles
- Date: Friday, March 13, 2026
- Time: 8:45 a.m. - 10:45 a.m.
- Group: Preschool
- Total Cost: $1,995.00 covered by the PEA Grant

3. PRESCHOOL PROJECTED ENROLLMENT 2026-2027 SY

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent approves the submission of the Preschool Projected Enrollment for the 2026-2027 school year.

4. 2026-2027 THREE YEAR PRESCHOOL PROGRAM PLAN AND ANNUAL UPDATE

BE IT RESOLVED, that the Palisades Park Board of Education upon the recommendation of the Superintendent, approves the submission of the Division of Early Childhood Services 2026-2027 Three Year Preschool Program Plan and Annual Update.

Moved by: Sookyung Park Seconded By: Soo Chung
All in favor - aye
No objections, no abstentions

N. FINANCE

Consent agenda for Items 1-13

1. 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	Date(s)	Cost
Dino Eliopoulos	DAANJ AD Convention	03/09/2026 - 03/13/2026	Hotel: $464.22 Registration/ Classes: $785.00
Sarah Stoloff	American Young Voices Teacher Workshop	02/25/2026	$0
Annette Cruz Cindy Vouthas-Maza	Legal One Anti-Bullying	Online Self-Paced	$500
Joanna Hali	Training on Risk Assessment Protocol	01/30/2026	$0
Joanne Retkwa	Counselor Luncheon	02/27/2026	$0
Catherine Clarke	Bergen County Special Services One Team, Many Strengths	03/27/2026	$0
Beth Van Alstine	BCSS: Educational Enterprises Conference	03/27/2026	$0
Aldo Deodino	New Jersey Social Studies Supervisors Association Winter Meeting	01/30/2026	$0
Nicole Paiotti Patricia Hanlon Michele Martini Jennifer Tennant	Amplify Literacy Summit	03/03/2026	$0
Lori Kilmurray	Teen Driver Instructor Training Workshop	02/11/2026	$0
Brandon Karlok	Annual PE/Health Convention	02/23/2026 - 02/24/2026	$525

2. APPROVAL OF THE JANUARY BILL LIST

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the January bill list in the amount of $2,636,424.13

- Fund 10 (General/Current Expenses) $2,203,291.54
- Fund 20 (Special Revenue) $321,430.23
- Fund 30 (Capital Projects Fund) $0
- Fund 60 (Food Service) $111,702.36

3. APPROVAL OF PAYROLL – 12/16/2025, 12/17/2025, 12/23/2025

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

Payroll Date	Amount
12/16/2025	$99,769.10
12/17/2025	$23,001.00
12/23/2025	$943,315.04

4. 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 12/31/2025 (on file in BOE Office).

5. OUT OF DISTRICT CONTRACTS - 25-26 SY

Student ID	School	Term	Base Tuition	Additional Services
8839	BCSS	FY 25-26	$87,858.00	$54,063.00
353496	CTC Academy	FY 25-26	$101,354.06	$47,586.00
331173	Forum School	FY 25-26	$96,030.00	$52,470.00
324113	NJEDDA	FY 25-26	$89,714.10	$39,900.00
10279	Windsor Learning Center	FY 25-26	$77,070.00	$56,700.00
9823	Sage Alliance	FY 25-26	$78,622.20	N/A
243764	Fort Lee School District	FY 25-26	$34,250.00	$42,119.67
263171	Fort Lee School District	FY 25-26	$40,893.00	$43,247.52
342265	BCSS	FY 25-26	$86,508.00	N/A
9878	BCSS	FY 25-26	$68,913.00	N/A
9230	BCSS	FY 25-26	$67,950.00	N/A
373810	BCSS	FY 25-26	$87,858.00	N/A
303370	BCSS	FY 25-26	$86,508.00	N/A

6. DONATION ACCEPTANCE

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, gratefully accepts the following donations for the 25-26 SY:

Donor	Amount	Building	Purpose
Korean Consulate General in New York	$4,500	PPHS	Maintaining Korean Language Classes, educational/ cultural events/field trips, personnel expenses
Korean Consulate General in New York	$1,300	Lindbergh	Maintaining Korean Language Classes, educational/ cultural events/field trips, personnel expenses

7. APPROPRIATION AND TRANSFER OF 2024-2025 EXTRAORDINARY AID

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, having received written notification of 2024-2025 Extraordinary Aid in the amount of $836,557 that was not appropriated during the 2024-2025, and pursuant to N.J.A.C. 6A:23A-13.3(d) that allows a district Board of Education at any time and without Commissioner approval, to appropriate unbudgeted or under-budgeted State Aid for which approval was granted by the Department in written notification to the District of the additional aid, approves the transfer of $836,557 to the District's General Fund account as follows:

Account Number	Account Name	Amount
11-000-100-566-01	Tuition - Private School for the Handicapped	$452,557
11-000-216-320-01	Purchased Professional Educational Services	$384,000

8. APPROVAL OF ACCEPTANCE OF IDEA FY2026 GRANT APPLICATION

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the acceptance of the IDEA FY2026 Grant Application as approved by the NJDOE on December 12, 2025 as follows:

IDEA Grant	FY 2026
Basic	$526,698
Preschool	$12,973

9. APPROVAL OF SUBMISSION OF AMENDMENT 1 OF IDEA FY2026 GRANT APPLICATION

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the submission of Amendment 1 of the IDEA FY2026 Grant Application to the NJDOE to include carry-over funds from FY2025, and to subsequently accept the grant funds as follows:

IDEA Grant	FY2026	Carry Over FY2025	Total
Basic	$526,698	$944	$527,642
Preschool	$12,973	$0	$12,973

10. SECRETARY'S AND TREASURER'S FINANCIAL REPORTS

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, accepts the Secretary's and Treasurer's unaudited 2025-26 financial reports, which are in agreement reflecting the district's financial activities for the period May 2025.

11. 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 May 2025 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 May 2025 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).

12. TRANSFERS

RESOLVED that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approve transfers for the month of May 2025.

13. HOME INSTRUCTION

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

Home Instruction Provider	Student ID	Start Date
Center for Children's Behavioral Health	8929	November 14, 2025

Up to 10 hours a week
$99 per hour

Moved by: Sergio Calle Seconded By: Soo Chung
VOTE

Board Member	Yes	No	Abs.	N/P	Board Member	Yes	No	Abs.	N/P
Soo Chung	☒	☐	☐	☐	Jun Yim	☐	☐	☐	☒
Sergio Calle	☒	☐	☐	☐	Boyoung Yu	☒	☐	☐	☐
Ray Park	☐	☐	☐	☒	Sookyung Park	☒	☐	☐	☐
Inkyo Kim	☒	☐	☐	☐	Aaron Pak	☐	☐	☐	☒
Justin Jeong	☒	☐	☐	☐					

O. PERSONNEL

Consent agenda for Items 1-8

1. RESIGNATION OF STAFF

BE IT RESOLVED, that the Palisades Park Board of Education accepts the following resignations:

Employee Name	Position	Effective
David Cho	Teacher of Science	March 7, 2026

2. RESIGNATION OF HEAD TRACK AND FIELD COACH

BE IT RESOLVED, that the Palisades Park Board of Education accepts the resignation of Lori Kilmurray as the Head and Track and Field Coach at the Palisades Park Jr/Sr High School.

3. SALARY ADJUSTMENT REQUEST

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the salary adjustment requests as follows:

Staff	Current Salary	New Salary	Effective
Gustavo Miron	MA, Step 17A $97,125	Six Year, Step 17A $102,125	2/28/2026
David Cho	MA, Step 13 $79,925	Six Year, Step 13 $84,925	2/28/2026
Natalie Conoscenti	MA+15, Step 17B $98,625	Six Year, Step 17B $103,225	2/28/2026

4. 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
Brandon Karlok	Liberty University	School Leadership in Diverse Settings	3
Brandon Karlok	Liberty University	School - Community Relations	3
Brandon Karlok	Liberty University	Current Issues in Education	3

5. APPROVAL OF EMPLOYMENT CONTRACTS

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the employment contracts for the following individuals for the 2025–2026 school year:

- Jessie Takeall
- Maleni Taveras
- Mayra Bermeo

6. SALARY ADJUSTMENT - VAN DRIVER

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves a salary adjustment for Van Driver, Arnulfo Corredor, from $30.90 per hour to $33.00 per hour, effective February 1, 2026.

7. ECC PARENT NIGHT

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the following staff to work for the ECC Parent Night taking place on January 29, 2026, 5:00 p.m. - 6:30 p.m.

Staff	Role	Amount	Total
Ro Carbone	Child Care	$50 per hour for 1.5 hours	$75.00
Isabella Ostuni	Child Care	$50 per hour for 1.5 hours	$75.00
Vera Csizmadia	Organizer	$45 per hour for 3 hours	$135.00
Nicole Ostuni	Organizer	$45 per hour for 3 hours	$135.00

Grand total - $420
PEA (Preschool Expansion Aid) Funds will be used

8. NJSLA AFTER SCHOOL TEACHERS

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the appointment of the following teachers to provide instruction for the NJSLA (New Jersey Student Learning Assessment) After-School Program at Palisades Park Jr./Sr. High School, effective January 12, 2026, through May 22, 2026, to be compensated at the instructional rate of $50 per hour, not to exceed a total of 70 hours.

Subject	Teacher
ELA	Jessica Graf
ELA	Alessia Minassian
ELA	Rwan Elmohdli
ELA	Tara LaPira (Substitute)
Math	Christine Kim
Math	Diana Hong
Math	Jodie Kamvosoulis
Math	Debra Youmshakian (Substitute)

Ms. Boyoung Yu commented that David Cho is listed in resignations and for a salary adjustment. Superintendent Albano explained that Mr. Cho is resigning for another opportunity but is also contractually entitled to a raise, even though it would only be effective for a couple of weeks.

Moved by: Sookyung Park Seconded By: Soo Chung

VOTE

Board Member	Yes	No	Abs.	N/P	Board Member	Yes	No	Abs.	N/P
Soo Chung	☒	☐	☐	☐	Jun Yim	☐	☐	☐	☒
Sergio Calle	☒	☐	☐	☐	Boyoung Yu	☒	☐	☐	☐
Ray Park	☐	☐	☐	☒	Sookyung Park	☒	☐	☐	☐
Inkyo Kim	☒*	☐	☐	☐	Aaron Pak	☐	☐	☐	☒
Justin Jeong	☒	☐	☐	☐					

*Ms. Inkyo Kim abstained from Item #3

P. NEW BUSINESS

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

COMMITTEE	CHAIRPERSON	BOARD MEMBERS
Buildings and Grounds	Sergio Calle	Jun Yim, Ray Park
Evaluation Advisory	Sookyung Park	Aaron Pak, Sergio Calle
Education	Justin Jeong	Inkyo Kim, Boyoung Yu
Finance	Jun Yim	Ray Park, Sookyung Park
Negotiations	Ray Park	Jun Yim, Aaron Pak
Personnel	Sookyung Park	Jun Yim, Sergio Calle
Policy	Jun Yim	Aaron Pak, Boyoung Yu
Safety & Security	Aaron Pak	Justin Jeong, Inkyo Kim

Moved by: Sookyung Park Seconded By: Sergio Calle
All in favor - aye
No objections, no abstentions

Q. SCHOOL SAFETY AND SECURITY COMMITTEE

R. NEGOTIATIONS

S. COUNTY SCHOOL BOARDS REP/ALTERNATE

T. EVALUATION ADVISORY COMMITTEE

U. NJ SCHOOL BOARDS LIAISON/ALTERNATE

V. POLICY

W. UNFINISHED BUSINESS

X. AUDIENCE PARTICIPATION

In order to conduct its meetings properly and efficiently, the Board shall require the following procedures to public participation at Board Meetings:

- Any individual desiring to speak shall give his/her name, address and group, if any, that is represented.
- The presentation shall be as brief as possible but no more than three (3) minutes per individual.
- The Board vests in its President, or other presiding officer, authority to terminate the remarks of any individual if he/she deems it in the best interest of those present to do so.

President Soo Chung opened the meeting to the public.

Karen Hallak asked how a pest issue was handled at the elementary school and how new teachers are supported to ensure effective instruction for the students.

Superintendent Carl Albano confirmed there was a pest issue and stated that pest control efforts were increased in accordance with safety guidelines. He reported the situation has improved and that he is satisfied with the response.

Regarding new teachers, he explained that first-year teachers receive orientation, mentoring, professional development, and ongoing observations and evaluations. Mid-year hires present additional challenges but are provided support from mentors, supervisors, and administrators. He emphasized proactive oversight and noted the impact of the nationwide teacher shortage on hiring.

President Soo Chung expressed confidence in the administration's hiring process. Superintendent Albano encouraged parents to communicate concerns directly with teachers and, if necessary, school administrators.

Motion to close audience participation and proceed to Closed Session.
Moved by: Sookyung Park
Seconded by: Inkyo Kim
All in favor – aye – 7:24 p.m.

Y. CLOSED SESSION

The Board of Education convened in Closed Session in accordance with the Open Public Meetings Act, *N.J.S.A. 10:4-12(b)*, for the purpose of discussing:

- HIB

Motion to close executive session and open back to public.
Moved by: Sookyung Park
Seconded by: Justin Jeong
All in favor – aye – 7:59 p.m.

The Board reconvened after Closed Session and introduced a new item.

1. HIB REPORT

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, affirms the HIB investigation reported as discussed in the executive session.

Moved by: Justin Jeong Seconded By: Sookyung Park
All in favor - aye
No objections, no abstentions

Z. ADJOURNMENT

Motion to adjourn.
Moved by: Sookyung Park
Seconded by: Justin Jeong
All in favor – aye – 8:00 p.m.

Respectfully submitted,

Grace Lee
Board Secretary