Regular Meeting - Sep 16 2026 Minutes

Wednesday, September 16, 2026 at 6:30 PM

Early Childhood Center

Page

A. Meeting Opening - 6:37 p.m.

1. **Call to Order: Board President**
2. **Flag Salute**
3. **Roll Call**

Present: Inkyo Kim, Sookyung Park, Justin Jeong, Aaron Pak, Boyoung Yu, and Soo Chung

Late: Sergio Calle and Jun Yim

Absent: Ray Park

Others Present: Grace Lee and Carl Albano

Mr. Sergio Calle arrived at 6:40 p.m.

Mr. Jun Yim arrived at 6:45 p.m.

4. **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 Meetinghas 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 the District Website.

B. Work Session

1. **Review and Discuss Resolutions to be Voted on at the Regular Meeting**

Finance

Ms. Boyoung Yu requested clarification on several Finance items:

- **Resolution #18:** Mr .Emidio D'Andrea confirmed the work is for Lindbergh.
- **Resolution #20:** Mr. D'Andrea clarified that this is a second independent nursing service to provide substitute coverage, funded by the state.
- **Resolution #16:** Mr. D'Andrea explained that the district obtained its school experience rating, which may be requested every two years. In response to the state's projected 30% increase in health insurance premiums, the district is exploring the possibility of soliciting bids to secure more favorable rates. Mr. D'Andrea noted that the district's experience rating may present an opportunity for savings. Any changes must provide coverage equal to or better than the current plan.

Personnel

Ms. Boyoung Yu asked about yearbook advisor changes and stipends. Mr. Carl Albano explained that previously appointed teachers had withdrawn, requiring new appointments. Stipend differences are contractually determined based on time commitment.

Mr. Sergio Calle noted incorrect totals under Resolution #4. Mr. Albano attributed this to recent changes, and Ms. Grace Lee read the correct total amounts and corrected the resolution.

Regarding Resolution #6, Mr. Albano confirmed that total custodial hours would remain unchanged.

Policy

Regarding the signs and displays policy, Ms. Soo Chung explained that its purpose is to maintain a school learning environment free from political activity and confirmed that concerns had arisen.

Regarding the cell phone policy, Ms. Chung and Mr. Albano clarified that storage procedures would be addressed through regulations rather than policy to allow flexibility. At PPHS, phones are secured in teacher-managed boxes; at Lindbergh, students must store phones in their lockers. ECC has no current concerns. Mr. Albano confirmed the policy complies with New Jersey law.

2. **Adjourn Work Session: Open Regular Meeting**

Motion to close work session and open regular meeting.
Moved by: Aaron Pak
Seconded by: Jun Yim
All in favor – aye – 7:00 p.m.

C. Reports

1. **Report of the Board President**

Ms. Soo Chung thanked everyone for their hard work in preparing the schools for opening and expressed enthusiasm for a productive and fulfilling school year through collaboration. Board members were reminded to contact Ms. Lee with any questions or

login difficulties regarding the new Diligent Boards platform. Appreciation was extended to Ms. Lee for coordinating its setup.

The Board President also noted the need to expedite the August meeting, and suggested voting on all consent agenda items together when appropriate.

2. **Superintendent's Report**

The Superintendent welcomed everyone back and thanked district staff for their hard work preparing the schools for the start of the year, recognizing the Facilities, Clerical, and Administrative teams, as well as teachers who volunteered to prepare their classrooms.

- **Facilities:** The new Trane HVAC system at PPHS is operational, with approximately $335,000 in final payments being withheld pending completion of outstanding punch-list items. The district is also working with Parrette Somjen Architects and Engineers to develop a Long-Range Facilities Plan.
- **Human Resources:** The district welcomed 14 new faculty and staff members and provided professional development during conference days. SLEO III officers were introduced, and annual safety training was conducted in partnership with the Palisades Park Police Department.
- **Summer Programs:** Summer academic programs served 84 Lindbergh elementary students and 51 incoming seventh- and eighth-grade students through ESEA funding and High Impact Tutoring Grants.
- **Enrollment:** District enrollment decreased approximately 4% year over year. The smaller numbers have resulted in more manageable class sizes despite the staffing adjustments. Average class sizes are 21 students in Grades 1–3, 25 in Grades 4–6, 24 in Grades 7–8, and 23 in Grades 9–12.
- **Operational Efficiencies:** The district launched Diligent Boards, upgraded its inter-building fiber infrastructure, expanded IT support through Bergen County Technical Schools, and implemented Frontline Absence Management to streamline staff absence reporting and approvals.

In response to Ms. Boyoung Yu's question, Mr. Albano noted that Diligent Boards is expected to provide time savings and easier access to information for the Board and the public. In reference to Ms. Yu's question about Finance Resolution #15, Board Attorney Mr. Aron Mandel noted that professional development payments are required under the contractual agreement.

3. **Report of the Board Attorney**

D. Approval of Meeting Minutes

1. **Regular Business Meeting – July 15, 2026**

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

- July 15, 2026 Regular Business Meeting Minutes
- July 15, 2026 Executive Meeting Minutes

Committee Reports

E. Buildings and Grounds

Consent agenda for Items 1-4 – Sergio Calle

1. **R Germanos Northeast Fastpitch Vipers**

   BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the R Germanos Northeast Fastpitch Vipers to use the Lindbergh School's Softball Field from 6:00 pm to 8:00 pm on the following dates:

   - Thursday, September 17, 2026
   - Thursday, September 24, 2026
   - Thursday, October 1, 2026
   - Thursday, October 8, 2026
   - Thursday, October 15, 2026
   - Thursday, October 22, 2026
   - Thursday, October 29, 2026
   - Thursday, November 5, 2026
   - Thursday, November 12, 2026

2. **Recreation Department - Movie Night**

   BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the Palisades Park Recreation Department's use of Lindbergh Field on Friday, October 9, 2026 (Rain date: Monday, October 12, 2026), from 7:00 p.m. to 9:45 p.m., including a 30-minute setup period prior to the event, for a movie night.

3. **Recreation Department - Cheer Camp**

   BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the Palisades Park Recreation Department's use of Lindbergh School's Cafeteria for Cheer Camp from 6:15 p.m. to 7:15 p.m. on the following dates:

   - Tuesday, October 6, 2026
   - Thursday, October 8, 2026
   - Tuesday, October 13, 2026
   - Thursday, October 15, 2026
   - Tuesday, October 20, 2026
   - Thursday, October 22, 2026
   - Tuesday, October 27, 2026
   - Thursday, October 29, 2026
   - Thursday, November 5, 2026
   - Tuesday, November 10, 2026
   - Thursday, November 12, 2026

4. **NJ Korean American Basketball Association**

   BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the New Jersey Korean American Basketball Association to use the Palisades Park Jr./Sr. High School

Gymnasium for basketball practices and games on the following dates from 6:30 p.m. to 9:30 p.m.:

- Thursday, September 17, 2026
- Thursday, September 24, 2026
- Thursday, October 1, 2026
- Thursday, October 8, 2026

F. Education

Consent agenda for Item 1 - Justin Jeong

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: Palisades Park Public Library
- Date: September 25, 2026
- Time: 10:08 a.m. – 10:58 a.m.
- Group: WBL A & B
- Cost per Student: $0

- Destination: Walmart in North Bergen
- Date: October 2, 2026
- Time: 10:08 a.m. – 10:58 a.m.
- Group: WBL A & B
- Cost per Student: $0

- Destination: Shoprite in Palisades Park
- Date: November 20, 2026
- Time: 10:08 a.m. – 10:58 a.m.
- Group: WBL A & B
- Cost per Student: $0

- Destination: Costco in Teterboro
- Date: December 10, 2026
- Time: 10:08 a.m. – 10:58 a.m.
- Group: WBL A & B
- Cost per Student: $0

- Destination: Demarest Farms
- Date: October 15, 2026
- Time: 3:00 p.m. – 6:00 p.m.
- Group: Grade 7 and 8 Advisory
- Cost per Student: $35

- Destination: Orlando, Florida
- Date: March 3 - March 9, 2027
- Time: TBD
- Group: Dance Team
- Cost per Student: $1000 (before fundraising)

G. Finance

Consent agenda for Items 1-20 – Jun Yim

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
Amy Munn	ML Leadership Summit	10/02/2026	$0
Aldo Deodino, John Sarcone	NJLA Leadership Academy Series 13	10/07/26	$72/person
Aldo Deodino	NJPSA/FEA Fall Conference	10/15/2026 - 10/16/2026	$450
Joanna Hali	Training: Protecting Students in the Digital Realm	10/29/2026	$0
Joanna Hali	Handle with Care Training	10/29/2026	$350
Joanne Retkwa	HESSA - Financial Aid	10/22/2026	$0
Itzel Rojas, Carol Sanago	Conquer Mathematics	10/8/2026, 11/12/2026, 12/11/2026, 1/21/2026	$210/person
Cheryl Fuqua	Conquer Mathematics	10/27/2026, 2/1/2026, 3/16/2026,	$210/person

		4/28/2026	
Madison Levine	Conquer Mathematics	10/6/2026, 11/9/2026, 12/15/2026, 1/27/2026	$210/person
Angela Beck, Ebet Diaz	Conquer Mathematics	10/7/2026, 11/10/2026, 12/2/2026, 1/11/2026, 3/8/2026	$210/person
Caroline Gannon	Conquer Mathematics	10/2/2026, 1/19/2026, 3/12/2026, 4/21/2026	$210/person
Emily Delmonaco, Maralle Arakelian	Conquer Mathematics	9/23/2026, 10/22/2026, 11/23/2026, 12/17/2026, 1/26/2026, 3/4/2026, 4/6/2026	$210/person
Frank Viola	Conquer Mathematics	9/24/2026, 10/23/2026, 11/24/2026, 12/18/2026, 1/25/2026, 2/25/2026, 3/23/2026, 4/20/2026	$210/person
Diane Jeon	Conquer Mathematics	10/14/2026, 12/4/2026, 1/22/2026	$210/person
Isabella Bussanich, Natalie Doornheim	Conquer Mathematics	10/14/2026, 1/22/2026, 3/3/2026	$210/person

Nicole Paiotti, Samantha Kaplon	Conquer Mathematics	10/5/2026, 1/13/2026, 3/11/2026	$210/person
Patricia Hanlon, Robyn Balchan	Conquer Mathematics	9/30/2026, 12/9/2026, 2/26/2026	$210/person
Jessica Abjourer, Rael Porras	Conquer Mathematics	10/16/2026, 12/14/2026, 2/10/2026	$210/person
Olga Tatta	Conquer Mathematics	10/19/2026, 12/16/2026, 2/3/2026	$210/person
Mary DeBlasio	Teaching Italian Symposium	10/16/2026	$80

2. **Approval of the September Bill List**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the September bill list in the amount of $1,352,765.08

- Fund 10 (General/Current Expenses) $1,069,692.36
- Fund 20 (Special Revenue) $272,125.41
- Fund 30 (Capital Projects Fund) $0
- Fund 60 (Food Service) $10,947.31

3. **Approval of August Payroll**

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

Payroll Date	Amount
08/14/2026	$164,059.29
08/28/2026	$139,765.05

4. **Secretary's Financial Reports - June 2026 Revised**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, accepts the revised Secretary’s unaudited 2026-27 financial reports, which are in agreement reflecting the district’s financial activities for the period June 2026.

5. **Secretary's Financial Reports - July 2026**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, accepts the Secretary's unaudited 2026-27 financial reports, which are in agreement reflecting the district's financial activities for the period July 2026.

6. **Ratification of Board Secretary's Monthly Certification - Budgetary Line Item Status - June 2026 Revised**

BE IT RESOLVED, pursuant to N.J.A.C.6A:23-2.11(c)3, the Board Secretary certifies that as of June 2026 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 June 2026 after review of the revised Board Secretary'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).

7. **Ratification of Board Secretary's Monthly Certification - Budgetary Line Item Status - July 2026**

BE IT RESOLVED, pursuant to N.J.A.C.6A:23-2.11(c)3, the Board Secretary certifies that as of July 2026 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 July 2026 after review of the Board Secretary'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).

8. **Transfers - June 2026 Revised**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves revised transfers for the month of June 2026.

9. **Transfers - July 2026**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves revised transfers for the month of July 2026.

10. **Treasurer's Report - June 2026**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, accept the Treasurer's Report as submitted by the Treasurer of School Monies for the month of June 2026.

11. **Out of District Contracts**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the following out of district contracts for July 2026 - June 2027:

Student ID	School	Term	Base Tuition	Additional

				Services
353496	CTC Academy	26-27 FY	$106,926.36	$42,273
291555	Ridgefield School District	26-27 SY	$43,500	$90 per session
335090	Ridgefield School District	26-27 SY	$43,500	$90 per session
11736	Ridgefield School District	26-27 SY	$53,500	$90 per session
11960	Ridgefield School District	26-27 SY	$53,500	$49,000
11486	Ridgefield School District	26-27 FY	$62,400	$90 per session
362491	Ridgefield School District	26-27 FY	$62,400	$61,960
365716	Ridgefield School District	26-27 FY	$62,400	$65,200
11186	Ridgefield School District	26-27 FY	$62,400	$49,000
275045	Ridgefield School District	26-27 FY	$62,400	$90 per session
8099	Ridgefield School District	26-27 FY	$62,400	$90 per session
11600	Windsor School	26-27 FY	$67,680	$60,900
8839	BCSS	26-27 SY	$91,368	N/A
9260	BCSS	26-27 SY	$91,368	N/A

12. **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
Caroline Gannon	American College of Education	Strengthening Literacy	3
Caroline Gannon	American College of Education	Applying the Fundamentals of Literacy	3
Caroline Gannon	American College of Education	Interdisciplinary Literacy	3
Ive Pavin	American College of Education	Foundations of Health and Wellness	3
Ive Pavin	American College of Education	The Lifespan Development for Health Education	3
Ive Pavin	American College of Education	Behavioral Practices in Health Education	3

13. **Approval of IDEA Contract**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves a contract with Bergen County Special Services School District ("BCSSSD") for the provision of educational services for non-public school students through IDEA funding for the 2026-2027 school year.

14. **Agreement with School Office Solutions – Treasurer of School Monies**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves a contract with School Office Solutions LLC for professional accounting services in connection with fulfillment of the duties of the Treasurer of School Monies, at a rate of $125 per hour, and to appoint Ms. Helene G. Turner, CPA, of School Office Solutions, LLC, to serve as the Treasurer of School Monies effective immediately and until removal or the appointment of a successor.

15. **New Jersey Association of School Administrators Mentor Program**

BE IT RESOLVED, that the Palisades Park Board of Education, approves the payment of the New Jersey Association of School Administrators (NJASA) Mentor Program for Carl Albano in the amount of $2,500.

16. **Approval to Advertise for Bidding**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the School Business Administrator to advertise for Extraordinary Unspecifiable Services - Health Insurance Broker.

17. **Cliffside Park Board of Education Agreement - 26-27 SY**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, renews an agreement with the Cliffside Park Board of Education. The Cliffside Park BOE will transport Palisades Park students attending out-of-district Academies/Vocational programs during the 26-27 SY as follows:

Program	No of Students	Annual Cost per Route
Applied Technology	3	$40,500
Bergen Tech Teterboro	11	$69,300
Hackensack Academy	23	$186,300
NVRHS	3	$37,800
Votech Paramus / Career Innovation	7	$94,500
Total	**47**	**$428,400**

18. **Approval of Proposal for Stairwell Door Replacement**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the proposal submitted by Parette Somjen Architects, LLC, to provide professional services to replace stairwell doors, including the preparation and submission of all required documentation to the New Jersey Department of Education, at a cost not to exceed $28,900.

19. **Approval of Agreement with William Paterson University**

BE IT RESOLVED, that the Palisades Park Board of Education approves the 2026–2027 Professional Development School Agreement with William Paterson University for the Early Childhood Center and Lindbergh Elementary School, at a cost of $12,000 for the Early Childhood Center, to be funded through ESEA Title II, Part A – Supporting Effective Instruction, with no additional fee due for Lindbergh Elementary School due to its $12,000 credit.

20. **Approval of Agreement with Priority Nursing Services**

BE IT RESOLVED, that the Palisades Board of Education, upon the recommendation of the Superintendent, enters into an agreement with Priority Nursing Services for the furnishing of health services to non-public schools in the district during the 2026-2027 school year.

H. Personnel

Consent agenda for Items 1-17 – Sookyung Park

1. **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 2026-2027 school year.

Employee Name	Position	Salary/ Stipend	Start Date	Location
Lakkas, Chrisoula	Relief Teacher	$25,000	09/17/2026	ECC
Levine, Madison	Elementary Teacher	BA+15, Step 4 $62,200	09/17/2026	Lindbergh

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the appointment of Odalys Sarzo as an Pre-Kindergarten Leave Replacement Teacher at the Early Childhood Center, effective September 17, 2026 through June 30, 2027, at a prorated annual salary of $61,500 (BA, Step 2).

2. **Request for Leave**

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

Staff ID No.	Effective Date	Return Date
4596	07/01/2026	06/30/2027
4874	07/01/2026	06/30/2027
5031	09/03/2026	11/25/2026

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
Hong, Diana	MA, Step 12 $80,025	Six Year +15, Step 12 $85,275	09/01/2026
Gannon, Caroline	BA, Step 3 $61,500	BA+15, Step 3 $62,000	09/01/2026

4. **Approval of Teamsters Local 97 Unit Members' Salaries**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, hereby approves the annual salaries for the following Custodian/Maintenance workers represented by Teamsters Local 97 for the 2026–2027 school year, effective July 1, 2026 through June 30, 2027, as set forth below and in accordance with the Memorandum of Agreement between the Palisades Park Board of Education and Teamsters Local 97 approved by the Board on August 18, 2026.

Name	Location	Annual Salary	Longevity	Second-Shift Stipend	Total Salary
Ago, Sali	LS	$40,000	NA	$550	$40,550
Chicas, Jose	LS	$42,583	$300	NA	$42,883
Contereras, Hector	PPHS	$64,410	$500	NA	$64,910
Encarnacio, Flores	ECC	$47,357	$500	$550	$48,407
Gonzalez, Hildebert	LS	$49,522	$500	$550	$50,572
Martinez, Ana-Rodriguez	PPHS	$40,000	$300	NA	$40,300
Ramos, Fabio	ECC	$44,610	$400	NA	$45,010
Simon, Edgar	PPHS	$40,000	NA	$550	$40,550
Sperlazzo, Joseph	LS	$75,532	$500	NA	$76,032

5. **Salary Freeze and Withholding of Salary Increment**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the freezing of Joseph Sperlazzo's 2026–2027 base salary at its 2025-2026 level, $75,532, and that the withheld amount of the $1,653 annual salary increment negotiated under the Teamsters Local 97 Collective Bargaining Agreement be applied toward the reduction of the outstanding obligation owed to the district due to the employee's prior receipt of unearned accidental salary overpayments totaling $70,000.

6. **Abolishment of Part-Time Cleaner Positions**

BE IT RESOLVED, that the Palisades Park Board of Education hereby abolishes the following part-time cleaner position, effective September 30, 2026, due to district staffing needs, operational considerations, and reasons of economy and budgetary restraint.

Employee Name	Position	Effective Date
Rivera, Maria	Part-Time Cleaner	09/30/2026

7. **Transfer of ESL Teacher**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, hereby approves the transfer of Eric Berman, currently employed as an ESL Teacher at Palisades Park Junior/Senior High School, to the position of ESL Teacher at Lindbergh Elementary School, effective September 1, 2026, at his appropriate placement on the PPEA salary guide.

8. **Appointment of Program Coordinators**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, hereby approves the appointment of Leslie Rodas to the position of Multilingual Program Coordinator at the Early Childhood Center, effective September 1, 2026, through June 30, 2027, at an annual stipend of $4,367, in accordance with the terms and conditions of the PPEA collective negotiations agreement.

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, hereby approves the appointment of Joowon Yim to the position of Multilingual Program Coordinator at Lindbergh Elementary School, effective September 1, 2026, through June 30, 2027, at an annual stipend of $4,367, in accordance with the terms and conditions of the PPEA collective negotiations agreement.

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, hereby approves the appointment of Michelle Rengifo to the position of Multilingual Program Coordinator at Palisades Park Junior/Senior High School, effective September 1, 2026, through June 30, 2027, at an annual stipend of $4,367, in accordance with the terms and conditions of the PPEA collective negotiations agreement.

9. **Recission of HS Yearbook Advisor Appointment**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, rescinds the appointments of Grace Ko and Michelle Rengifo as High School Yearbook Advisors for the 2026-2027 school year, as previously appointed by the Board of Education on August 18, 2026.

10. **Approval of Co-Curricular Positions**

BE IT RESOLVED,that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the attached list of Co-Curricular Positions for the 2026-2027 school year.

Name	Position	Stipend
Graf, Jessica	7th Grade Class Advisor	$2,550
Wajda, Elsa	8th Grade Class Advisor	$2,550

Donovan, Melissa	9th Grade Class Advisor	$3,010
Mathew Travia & Zuckerman, Jared	10th Grade Class Advisor	$3,334
Vivirito, Lauren & Santiago, Dalia	11th Grade Class Advisor	$3,659
Cali, Andia & Elmohdli, Rwan	12th Grade Class Advisor	$4,013
Vivirito, Lauren & Santiago, Dalia	Dramatic Arts Society	$4,839
Perez Garcia, Angie & Roper, Amanda	HS Yearbook Advisor	$5,311
Elmohdli, Rwan	HS Student Council	$5,017
Galeazza, Joe	Student Treasury Advisory HS	$2,744
Wajda, Elsa	National Honor Society (7-12)	$3,717
Cho, Jane	Hope Club	$2,655
Youmshakian, Avo	Mu Alpha Theta	$2,550
Youmshakian, Avo	Trivia Club	$2,550
Ko, Grace	International Club	$2,550
Farnese, Rosanna	Hispanic National Honor Society	$2,744
De Blasio, Mary	Italian National Honor Society	$2,744
Cho, Jane	Korean National Honor Society	$2,744
Lewris, Alexa	Bring Change to Mind Club	$2,500

11. **Breakfast Club Program**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the following staff members to serve in the “Breakfast Club” Program for the 2026-2027 school year, at a rate of $50.00 per hour:

Staff Member	Building
Carbone, Rosemarie	ECC
Martins, Jennifer (Substitute)	ECC
Menzella, Cheryl	ECC
Messina, Chris	Lindbergh
Ostuni, Isabella (Substitute)	ECC
Pavin, Ive	Lindbergh

12. **Approval of Title I-Funded Staff**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the appointment of the following faculty members to provide Title I-funded services and/or supplemental educational support during the 2026–2027 school year, with compensation to be paid from available Title I grant funds, subject to the terms and conditions of the applicable grant:

Employee Name	Position	Location	Salary Guide	Longevity	Total
Brestin, Randi	BSI Teacher	Lindbergh	$98,375	$1,400	$99,775
Gingerelli, Christina	BSI Teacher	ECC	$85,025	NA	$85,025
Martini, Michele	Literacy Coach	ECC/ Lindbergh	$96,125	NA	$96,125
Monroy, Luz	BSI Teacher	Lindbergh	$61,700	NA	$61,700
O'Reilly, Malinda	BSI Teacher	Lindbergh	$64,750	NA	$64,750

13. **Additional Class Assignments**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the following faculty members to teach an additional class at Palisades Park Jr/Sr High School for the 2026-2027 school year:

Name	Class	Start Date	End Date	Stipend

Giannantonio-Cali, Andia	Language Arts 7 INC	September 1, 2026	June 30, 2027	$7,962
Kim, Joseph	Science 7	September 1, 2026	June 30, 2027	$7,962
Lewris, Alexa	Physics	September 1, 2026	June 30, 2027	$7,962
Perez, Lauren	Job Skills (S1)	September 1, 2026	January 28, 2027	$3,981
Zavian, Mindy	Language Arts C	September 1, 2026	June 30, 2027	$7,962

14. **Amendment to Additional Class Assignments**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the following changes to the Additional Class Assignments previously approved by the Board on August 18, 2026, for the 2026–2027 school year:

Teacher	Previously Approved Class	New Class	Start Date	End Date	Stipend
Almeida, Anthony	Algebra 2 Honors	Basic Algebra 1	9/1/26	6/30/27	$7,962
Dellosa, Jaclyn	Basic Algebra 1	Algebra 2 Honors	9/1/26	6/30/27	$7,962
Deodino, Marisa	Job Skills (S1)	General Science	9/1/26	6/30/27	$7,962
Rosado, Monica	Pre-Algebra 7	Algebra 2	9/1/26	6/30/27	$7,962
Porrino, Elizabeth	Science 8	Basic Geometry	9/1/26	6/30/27	$7,962
Vouthas, Jaclyn	Social Studies 7	US History 1	9/1/26	6/30/27	$7,962

BE IT FURTHER RESOLVED, that the stipends, dates, and all other terms and conditions of the Additional Class Assignments approved on August 18, 2026, shall remain unchanged except as specifically amended herein.

15. **Approval of Negotiated Settlement**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the proposed negotiated settlement of Unfair Practice Charge Docket No. CO-2027-005 and authorizes the Board President, Board Secretary, Superintendent, Business Administrator and Counsel to take all actions necessary to execute and effectuate said agreement.

16. **Approval of Employment Contract**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, approves the employment contract for the following individual for the 2026–2027 school year:

- Lakkas, Chrisoula - Relief Teacher

17. **Approval of School Nurse Summer Hours**

BE IT RESOLVED, that the Palisades Park Board of Education, upon the recommendation of the Superintendent, hereby approves Jeehee Kim to perform school nursing responsibilities, including health record review and A45 reporting/compliance work, for up to forty-seven (47) hours and ten (10) minutes during the summer period, at the applicable contractual rate.

I. Policy

Consent agenda for Items 1-2 – Jun Yim

1. **Policy #5131.8 – Use of Personal Electronic Devices / Cellphone-Free School Environment – 2nd Reading** 25

BE IT RESOLVED, that the Palisades Park Board of Education approves the second reading of Policy #5131.8 “Use of Personal Electronic Devices / Cellphone Free School Environment” as attached.

Policy 5131.8 Use of Electronic Communication and Recording Devices.pdf

2. **Policy #1316 - Posting of Signs or Displays Prohibited - 1st Reading** 28

BE IT RESOLVED, that the Palisades Park Board of Education approves the first reading of Policy #1316 “Posting of Signs or Displays Prohibited” as attached.

Policy 1316 - Posting of Signs or Displays Prohibited.pdf

J. County School Boards Rep/Alternative

K. Evaluation Advisory Committee

L. Negotiations

M. NJ School Boards Liaison/Alternate

N. New Business

O. Old Business

P. Vote on all Consent Agenda Items

Approve all Consent Agenda Items

Moved by: Justin Jeong; seconded by: Inkyo Kim

Yes: Inkyo Kim, Sookyung Park, Justin Jeong, Sergio Calle, Aaron Pak, Boyoung Yu, Soo Chung, and Jun Yim

N/P: Ray Park

Carried 8-0

Ms. Boyoung Yu voted no to Policy #2

Q. Public Comment

1. 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.

Motion to open meeting to the public
Moved by: Aaron Pak
Seconded by: Soo Chung
All in favor – aye – 7:18 p.m.

- **Joseph Sperlazzo** raised concerns regarding changes to his maintenance duties and compensation related to his former CEFM responsibilities. He stated that he had previously received an annual $10,000 stipend for assisting with CEFM duties and questioned paycheck deductions related to prior payments. He also expressed concern about changes to his job responsibilities and confirmed that he continues to hold a CEFM license.
- **Karen Hallack** asked how the district supports English language learners while ensuring that resources for English-speaking students are maintained.
- **Nevine Massoud** raised concerns about bathroom conditions at Lindbergh and ECC, stating that her second-grade child reported that bathroom stall doors did not lock and soap was unavailable.
- **Rachel Morgese** asked whether the gymnasium was included in the air conditioning project, noting the high temperatures during the summer.

Ms. Soo Chung responded to Mr. Sperlazzo's comments, noting that she recalled previous discussions regarding his responsibilities and certification. Mr. Sperlazzo clarified that he still holds his CEFM license and recently received renewal paperwork. Mr. Mandel noted that personnel matters cannot be addressed publicly and advised that employees may pursue concerns through established union grievance procedures. Ms. Chung requested that Personnel Resolution #5 be read publicly. Mr. Carl Albano assured the community that all Board-approved salaries and contractual obligations had been fulfilled and clarified that compensation must be authorized by the Board.

In response to Ms. Hallack, Mr. Albano explained that the district provides ESL teachers,

bilingual programs, and professional development to support students and staff while maintaining grade-level instruction. Mr. Albano offered to discuss the programs in greater detail.

Regarding Ms. Massoud's concerns, Mr. Albano apologized and acknowledged that bathroom stall doors should lock. He stated that the district would look into the concerns and noted that custodial supervision had been adjusted. Ms. Massoud stated that she did not want to bypass Mrs. Pieratos. Mr. Emidio D'Andrea added that the staff to address the issues are in attendance of this meeting.

In response to Ms. Morgese, Mr. Albano clarified that the gymnasium was not included in the air conditioning project approved four years ago, as classrooms had been prioritized. He suggested exploring fans to improve air circulation. Ms. Chung noted that concerns about gymnasium air conditioning had previously been raised and expressed concern about high temperatures, particularly at Lindbergh, and their potential impact on student and staff safety. Mr. Albano stated that gymnasium air conditioning would be considered as part of the district's Long-Range Facilities Plan.

Motion to close public session.
Moved by: Aaron Pak
Seconded by: Sookyung Park
All in favor – aye – 7:27 p.m.

Motion to go into Closed Session.
Moved by: Aaron Pak
Seconded by: Sookyung Park
All in favor – aye – 7:41 p.m.

R. Executive Session

1. Legal Matters

S. Additional Resolutions

Motion to open meeting to public.
Moved by: Aaron Pak
Seconded by: Sookyung Park
All in favor – aye – 9:35 p.m.

Following Closed Session, additional Resolutions were introduced.

1. **Authorization of Lawsuit Against Borough for Unpaid Tax Levy**

   BE IT RESOLVED, that the Palisades Park Board of Education hereby directs the Busch Law Group to take all actions necessary to collect the overdue funds owed to the Board of Education, including filing and litigating a lawsuit, pursuant to the Board's discussion with Board Counsel in executive session, and authorizes the Superintendent, Board Secretary, Business Administrator and Board President to take all actions required in support of said lawsuit and collection efforts.

2. **Appointment of Arbitrators to PPEA Arbitrator Panel for 2025-2028 Contract**

WHEREAS the Palisades Park Board of Education is party to a Collective Negotiations Agreement with the Palisades Park Education Association effective from July 1, 2024 through June 30, 2028; and

WHEREAS Article 3 of said Agreement contains the terms of the Parties' agreed upon grievance procedure; and

WHEREAS Level Seven of the grievance procedure contained in Article 3 provides, in whole, that: "If the matter is not resolved to the satisfaction of the "aggrieved" employee, he/she may request binding arbitration which shall be conducted by one of the panel of arbitrators which shall be selected by the Board of Education at the inception of this Agreement, after consultation with the PPEA (cost to be paid equally). Said panel of arbitrators shall be selected by the Board of Education, after consultation with the PPEA, upon execution of this Agreement and said panel shall serve throughout the term of this Agreement. This appeal to be made within thirty (30) school days of Board's decision. The decision rendered by this arbitrator(s) is final and binding.";

THERFORE, BE IT RESOLVED, that the Board of Education selects as said panel of arbitrators for the PPEA 2025-2028 Collective Negotiations Agreement grievance procedure the Honorable David J. Issenman, J.S.C. (ret.); the Honorable Bradley J. Ferencz, J.S.C. (ret.); and the Honorable Glenn Berman, J.S.C. (ret.); and

BE IT FURTHER RESOLVED that the Board Counsel, Board Secretary, Business Administrator, Superintendent and Board President are authorized to take any actions necessary to effectuate the same.

3. **Agreement to Indemnify Eun Min and Rebekah Lee**

WHEREAS, Eun Min ("Min") served as a member of the Board of Education of the Borough of Palisades Park (the "Board") from January 1, 2019 until December 31, 2024; and

WHEREAS, Rebekah Lee ("Lee") served as a member of the Board from January 1, 2019 through December 31, 2021 and then again from January 1, 2023 through December 31, 2025; and

WHEREAS, on or about February 18, 2025, the New Jersey School Ethics Commission found probable cause to credit certain allegations that Min and Lee violated the School Ethics Act in the matter of *I/M/O Min and Lee, Palisades Park BOE, Bergen Co*, Dkt No. C35-24 and within the Office of Administrative Law ("OAL") under Dkt. No. EEC 04091-2025N; and

WHEREAS, on or about September 3, 2025, Min and Lee filed a complaint against the Board with the New Jersey Commissioner of Education seeking indemnification pursuant to *N.J.S.A.* 18A:12-20 of their legal fees in defending the above-referenced action, which matter was docketed before the Commissioner of Education as *Min and Lee v. Board of Education of the Borough of Palisades Park, Bergen Co.*, under Agency Dkt. No. 296-9/25 and OAL Dkt. No. EDU 20246-2025N; and

WHEREAS, Min and Lee have been represented by attorney Angela Gurrera of the law firm of Methfessel & Werbel, P.C. in both the underlying aforementioned school ethics matter and the aforementioned indemnification matter; and

WHEREAS, on or about July 27, 2026, the School Ethics Commission issued its final

decision stipulating to a dismissal of *I/M/O Min and Lee, Palisades Park BOE, Bergen Co*., Dkt. No. C35-24, in accordance with two Consent Orders agreed to and executed by Min and Lee and resulting in the penalty of reprimand for both Min and Lee; and

WHEREAS, *N.J.S.A*. 18A:12-20 requires boards of education to indemnify a board member for any civil, administrative, criminal or quasi-criminal action or other legal proceeding brought against the member for any act or omission arising out of and in the course of the performance of their duties as a member of a board of education; and

WHEREAS**,** the Consent Orders entered in *I/M/O Min and Lee, Palisades Park BOE, Bergen Co.,* evince that Min and Lee were acting within the course of their duties as Board members as to certain claims brought by the SEC;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Palisades Park School District hereby agrees to indemnify Min and Lee for certain legal fees and costs associated with the matters of *I/M/O Min and Lee, Palisades Park BOE, Bergen Co*., Dkt No. C35-24; OAL Dkt. No. EEC 04091-2025N and *Min and Lee v. Board of Education of the Borough of Palisades Park, Bergen Co.*, under Agency Dkt. No. 296-9/25 and OAL Dkt. No. EDU 20246-2025N, up to a maximum amount of Twelve Thousand, Five Hundred Dollars ($12,500.00); and

BE IT FURTHER RESOLVED, in acknowledgement that the aforementioned amount represents a compromise of the legal fees and costs incurred by Min and Lee in the defense of the SEC matter and in prosecution of the indemnification matter, the foregoing amount shall be paid directly to the law firm of Methfessel & Werbel in full and final satisfaction of the Board's obligations under *N.J.S.A.* 18A:12-20.

Motion to pass the Additional Resolutions

Moved by: Justin Jeong; seconded by: Soo Chung

Yes: Inkyo Kim, Sookyung Park, Justin Jeong, Sergio Calle, Aaron Pak, Boyoung Yu, Soo Chung, and Jun Yim

N/P: Ray Park

Carried 8-0

Ms. Soo Chung abstained from Item #3

Ms. Boyoung Yu voted No to Items #1 and #2

T. Adjournment

Motion to adjourn meeting.
Moved by: Aaron Pak
Seconded by: Jun Yim
All in favor – aye – 9:39 p.m.

Grace Lee

Board Secretary

POLICY 5131.8 USE OF ELECTRONIC COMMUNICATION AND RECORDING DEVICES

The Palisades Park Board of Education recognizes that the use of electronic communication and recording devices (ECRD) can disrupt the educational environment, interfere with instruction, and pose risks to student privacy and safety. In compliance with State law and Department of Education regulations, the Board establishes strict controls over student possession and use of personal ECRDs during the school day.

A. Definitions

1. "Electronic Communication and Recording Device" (ECRD) means any personal device capable of sending, receiving, storing, or displaying wireless, cellular, or internet communications, or capturing images, audio, or video. This includes, but is not limited to: cellular telephones, smartphones, smartwatches/wearables, tablets, personal computers, media players, smart glasses, wireless earbuds/headphones, and handheld gaming consoles.
2. "School Day" or "Bell-to-Bell Period" means the entire period of time from the official morning entry/tardy bell through the final afternoon dismissal bell. This includes instructional class periods, study halls, passing times in hallways, lunch periods, recess, physical education blocks, assemblies, and school-sponsored activities during standard school hours.

B. General Prohibition ("Bell-to-Bell")

1. Personal ECRDs brought to school by students must be turned off completely (not placed on silent, vibrate, or airplane mode) and stored out of sight during the entire school day.
2. Students are strictly prohibited from using, displaying, or activating personal ECRDs from the time they enter the school building in the morning until the final dismissal bell at the end of the school day.
3. ECRDs must be stored in designated locations established by the building administration, which may include assigned lockers, backpack storage in elementary cubbies, classroom storage units/wall caddies, or district-issued lockable pouches.

C. Prohibited Uses at All Times

1. Privacy Violations: The capture, recording, or transmission of audio, video, or photographic images of any student or staff member without explicit, prior administrative approval is strictly prohibited.
2. Restricted Areas: ECRDs are strictly forbidden in restrooms, locker rooms, dressing areas, and health offices under any circumstances.
3. Academic Integrity: The use of an ECRD to cheat, plagiarize, share assessment materials, or access unauthorized information during academic activities is a severe violation of the Code of Student Conduct.

4. Harassment, Intimidation, and Bullying (HIB): Using an ECRD to commit acts of HIB on school grounds or off-site (where it causes a substantial disruption to the school environment) will be addressed under Policy 5131.1 (HIB).

D. Exceptions

Exceptions to the bell-to-bell prohibition shall be granted only under the following documented conditions:

1. Individualized Needs (IEP / 504 / IHP): An ECRD is explicitly required as an accommodation or assistive technology outlined in a student's Individualized Education Program (IEP), Section 504 Plan, or Individualized Healthcare Plan (e.g., continuous glucose monitoring). Access is restricted solely to the designated medical/educational application.
2. Language Translation: An English Language Learner (ELL) requires real-time translation where district-issued technology is unavailable, as authorized by the classroom teacher or administration.
3. Caregiver Responsibilities: Documented authorization is granted by the Building Principal for a student who acts as a primary caregiver for a family member.
4. Official Emergencies: When explicitly authorized by the Superintendent or Building Principal during an active, declared school emergency.

E. Parent-Student Communication

1. Parents/guardians needing to transmit urgent messages to their children during the school day must contact the school's Main Office. School staff will promptly deliver messages to the student.
2. Parents are instructed not to call or text their child's personal ECRD during school hours, as this causes a direct disruption to instruction and may subject the student to disciplinary action.
3. If a student needs to contact a parent/guardian due to illness or an urgent matter, the student must request a pass to the Main Office or Nurse's Office to use a district telephone.

F. Violations and Progressive Discipline

Students who violate this Policy shall be subject to progressive disciplinary measures as outlined in the Code of Student Conduct.

- First Offense: Verbal warning; the device shall be powered off immediately and placed in the designated classroom storage unit/office until the end of the period/day.
- Second Offense: Confiscation of the ECRD by school staff and submission to the Main Office. The student may retrieve the device at the end of the school day. Parent notification.
- Third Offense: Confiscation of the ECRD. The device will be released only to a parent/guardian. Administrative conference and detention assigned.

- Fourth/Repeated Offense: Loss of the privilege to bring an ECRD onto school grounds, mandatory daily morning check-in of the device at the Main Office, and/or in-school suspension.

Note on Confiscation: School staff holding a confiscated ECRD shall place it in a secure location. Staff shall not search the digital contents of an ECRD unless there is specific, articulable reasonable suspicion of a crime or safety violation, in accordance with state and federal legal standards.

G. District Liability

The Board of Education assumes no responsibility or liability for the loss, damage, theft, or destruction of any personal ECRD brought onto school property, district transportation, or to school-sponsored events. Students who bring personal devices to school do so at their own risk.

N.J.S.A. 18A:11-1; 18A:37-1 et seq.

N.J.P.L. 2025, c. 195 (Bell-to-Bell Internet-Enabled Device Mandate)

N.J.A.C. 6A:16-5.1 et seq.

Adopted: [Insert Date]

Revised: [Insert Date]

Policy 1316 - Posting of Signs or Displays Prohibited

It is the policy of the Board of Education that school property, buildings, facilities and equipment not be used for the posting or display of signs, posters, banners or other displays, unless pre-authorized in writing by the Superintendent or designee, whose authorization shall only be given in accord with this Policy. Vehicles, trailers, or other personal property may not be parked or otherwise located on school or other Board of Education property if signs, posters, banners or other displays are located on said vehicle or property; vehicles and property found on school or other Board of Education property in violation of this Policy will be subject to removal at the owner's sole expense.

No signs, posters, banners or other displays by, on behalf of, in support of, or otherwise regarding candidates for any elected office, politicians, political parties, political causes, political or electoral campaigns, or other politics, shall be permitted to be located, erected, installed or otherwise placed on any school property, facility, equipment or grounds. This prohibition shall apply without exception, including during the use of any school property as a polling place during an election, but shall not prohibit informational signage placed by the County Board of Elections.

Signs, posters, banners and other displays on behalf of, in support of, or otherwise advertising commercial entities or interests shall not be permitted without the Board's pre-approval. This policy does not prohibit the temporary parking, in the normal course of business, of commercial vehicles with markings advertising their business.

Signs, posters, banners, and other displays regarding school information, events, clubs and activities must be pre-approved by the Superintendent or their designee. Signs, posters, banners, and other displays regarding non-profit non-political community events, activities or information may be posted only with the written pre-approval of the Superintendent or their designee.

Signs, posters, banners, or other displays posted or erected without written pre-approval, or otherwise in violation of this or any Policy, shall be immediately removed by district staff. The knowing, intentional, or repeated posting on Board property in violation of this Policy may be considered trespass; the Board reserves all rights to seek compensation for damages caused by unapproved posting, including the costs of removal, as well as all other remedies available under the law.

See, Ringwood Education Association v. Ringwood Board of Education, A-1159-24, 2026 WL 2083585 (App. Div. 2026) (The board of education "could certainly" prohibit "members of the public from erecting political lawn signs on school grounds…").