



Tuesday, July 22, 2025
MINUTES - Regular Meeting

7:00pm - Regular Meeting

6:30pm - Executive Session

MEMBERS OF THE BOARD

Mrs. Heather Garcia - President

Mr. Michael Sprague - Vice President

Mrs. Jennifer Eisberg - Trustee

Mrs. Juliana Lee - Trustee

Mrs. Jennifer Mendoza - Trustee

Mr. Omar Pedraza - Trustee

Mrs. Kelly Wilson - Trustee

Dr. Timothy Gouraige, Superintendent

Mr. Michael Jordan, School Business Administrator/Board Secretary

A. OPEN Public Meeting

Subject	1. OPEN PUBLIC MEETING ACT STATEMENT:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	A. OPEN Public Meeting
Access	Public
Type	Procedural

B. Adjournment to Executive Session

Subject	1. Adjournment to Executive Session
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	B. Adjournment to Executive Session
Access	Private
Type	Action (Consent)

Moved by: J. Eisberg

Seconded by: J. Mendoza

Time: 6:32pm

C. Adjournment from Executive Session

Subject	1. Adjournment from Executive Session
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	C. Adjournment from Executive Session
Access	Public
Type	Action (Consent)

Moved by: J. Eisberg
Seconded by: J. Lee
Time: 7:16pm

Executive Content

D. Public Session Meeting

Subject	1. CALL TO ORDER
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Procedural

Subject	2. OPEN PUBLIC MEETING ACT STATEMENT:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Procedural

Pursuant to the Open Public Meetings Act, Chapter 231, Laws of New Jersey 1975, notice of this meeting, its date, time and place have been posted on the Board's official bulletin board, and it has been delivered to The Record & Suburbanite newspapers circulated in the District at least 48 hours prior to the time for this meeting.

Subject **3. PUBLIC MEETING ROLL CALL; TIME: 7:16pm**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category D. Public Session Meeting

Access Public

Type Procedural

BOARD MEMBER	PRESENT	ABSENT	ARRIVAL/DEPARTURE TIME
Mrs. Jennifer Eisberg, Trustee	X		
Mrs. Juliana Lee, Trustee	X		
Mrs. Jennifer Mendoza, Trustee	X		
Mr. Omar Pedraza, Trustee	X		
Mrs. Kelly Wilson, Trustee		X	
Mr. Michael Sprague, Vice President	X		
Mrs. Heather Garcia, President	X		

Faculty & Community Members: In-person 2

Others Present: Dr. Gouraige, Mr. Jordan, Mr. Rzucidlo

Subject **4. FLAG SALUTE:**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category D. Public Session Meeting

Access Public

Type Procedural

Subject **5. DISCUSSION OF CORRESPONDENCE:**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category D. Public Session Meeting

Access Public

Type Discussion

• None

Subject	6. INFORMATIONAL ATTACHMENTS
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Information

Subject	7. PRESIDENT'S STATEMENT:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Discussion

- **H. Garcia attended the last town meeting where the new Lightning Detection system was discussed and their interest in using our system. The issue with our neighbor's complaint seems to be resolved.**

Subject	8. SUPERINTENDENT'S REPORT: Dr. Gouraige
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Information

- Strategic Planning -- Kelly Mitchell from NJSBA had a presentation.
- Kicked out this summer with an Administrator's Retreat which was very productive.
- Custodial Staff and Technology Coordinator have been working tirelessly in preparing for the school year.
- The ESY program has been a success.

Subject	9. COMMITTEE REPORTS:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Action (Consent)

- 1) Curriculum:** Jennifer Eisberg (Chair), Juliana Lee, Kelly Wilson; met and discussed the upcoming QSAC preparations.
- 2) Personnel and Negotiations:** Michael Sprague (Chair), Heather Garcia, Jennifer Mendoza; did not meet.
- 3) Buildings and Grounds:** Kelly Wilson (Chair), Heather Garcia, Michael Sprague; met and discussed the referendum, PerryWeather, and our neighbor's concerns.
- 4) Finance:** Heather Garcia (Chair), Jennifer Eisberg, Jennifer Mendoza; did not meet.
- 5) Policy:** Michael Sprague (Chair), Omar Pedraza, Kelly Wilson; met and discussed AI policy and Teacher's handbook.
- 6) Special Education:** Juliana Lee (Chair), Jennifer Mendoza, Omar Pedraza; met to discuss our program's updates.

E. Open Public Participation - On and Off Agenda Items

Subject	1. Open Public Participation - On and Off Agenda Items
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	E. Open Public Participation - On and Off Agenda Items
Access	Public
Type	Action, Procedural

Moved by: J. Mendoza
Seconded by: J. Lee
Time: 7:37pm

Public Participation Statement

- Each member of the public wishing to comment must state their Name and Address for the record
 - Each public comment is limited to five (5) minutes
 - Only members of the public physically present at the meeting will be heard.
-

- None

F. Close Public Participation - On and Off Agenda Items

Subject	1. Close Public Participation - On and Off Agenda Items
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	F. Close Public Participation - On and Off Agenda Items
Access	Public
Type	Action, Procedural

Moved by: J. Mendoza
Seconded by: J. Lee
Time: 7:37pm

G. Approval of Minutes

Subject	1. Approval of Minutes
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	G. Approval of Minutes
Access	Public
Type	Action
Recommended Action	BE IT RESOLVED, that the Norwood Board of Education approves the minutes of the following meetings:

BE IT RESOLVED, that the Norwood Board of Education approves the minutes of the following meetings:

- **June 24, 2025 - Regular Meeting Minutes**
- **June 24, 2025 - Executive Meeting Minutes**

Moved by: J. Mendoza
Seconded by: J. Eisberg
Vote: Roll Call:

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X			
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Omar Pedraza, Trustee	X			
Mrs. Kelly Wilson, Trustee				X
Mr. Michael Sprague, Vice President	X			
Mrs. Heather Garcia, President	X			

File Attachments
[June 24 Regular Meeting Minutes.pdf \(833 KB\)](#)

Executive File Attachments
[June 24 Executive Meeting Minutes.pdf \(29 KB\)](#)

H. Administrative

Subject	1. Security Drill
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	H. Administrative

Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the security drill for July:

- Security Drill: July 15, 2025

Subject	2. District Goals 2025 - 2026
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the District Goals for the 2025-2026 school year.

Executive File Attachments
[District Goals 2025 - 2026.pdf \(201 KB\)](#)

Subject	3. Virtual/Remote Instruction Plan
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the Virtual/Remote Instruction Plan for the 2025-2026 school year.

Executive File Attachments
[Norwood Public School Remote Learning Plan 2025-2026- Google Docs.pdf \(589 KB\)](#)

Subject	4. Model Mentoring Plan
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the 2025-2026 Model Mentoring Plan.

Executive File Attachments

[2025-26 Model Mentoring Plan NVCC.pdf \(1,954 KB\)](#)

Subject **5. Harassment Intimidation and Bullying (HIB)**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category H. Administrative

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, affirm the Superintendent's decision regarding the following Harassment, Intimidation, and Bullying (HIB) incidents reported to the Board in Executive Session at the June 22, 2025 meeting:

- HIB Incident 242541 - Non HIB
- HIB Incident 242542 - Non HIB

Subject **6. Appointed Positions 2025-2026**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category H. Administrative

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following appointed positions for the 2025-2026 school year:

Staff Member	Position
Steven Pellegrino	Affirmative Action Officer
District Anti-Bullying Coordinator	Nicole Kuhrt
District Anti Bullying Specialist	Deanna DeLuca and Jennifer Boccuzzi
Section 504 Compliance Officer	Kathleen DeRosa
School Safety Specialist	Steven Pellegrino
Abused, Neglected, Missing and Homeless Children Liaison	Nicole Kuhrt

Subject **7. School Safety and Climate Team**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category H. Administrative

Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following staff for the School Safety and Climate Team for the 2025-2026 school year:

Kathleen DeRosa
Steven Pellegrino
Nicole Kuhrt
Taylor Blanco
Deanna DeLuca
Kerri Marano
Christie DeStefano
Parent Representative

Subject 8. School Threat Assessment Team
Meeting Jul 22, 2025 - MINUTES - Regular Meeting
Category H. Administrative
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following staff for the School Threat Assessment Team for the 2025-2026 school year:

Kathleen DeRosa
Steven Pellegrino
Nicole Kuhrt
Taylor Blanco
Deanna DeLuca
Catherine Stanzione
Nicole Hill
Hannah Cho
Chief Federrici from Norwood Police Department

Subject 9. School Improvement Panel
Meeting Jul 22, 2025 - MINUTES - Regular Meeting
Category H. Administrative
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following staff for the School Improvement Plan (SciP) for the 2025-2026 school year:

Kathleen DeRosa
Steven Pellegrino
Tara Davis
Betty Didato
Gianvito DeCandia

Subject	10. Norwood Board of Education Policy Manual
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the established Norwood Board of Education Policy Manual, including all previously approved by laws, policies, and regulations.

Subject	11. ADMINISTRATIVE VOTE:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

Motion to approve ADMINISTRATIVE Item: #1 - 10

Moved by: J. Mendoza
Seconded by: J. Eisberg
Vote: Roll Call

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X			
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Omar Pedraza, Trustee	X			
Mrs. Kelly Wilson, Trustee				X
Mr. Michael Sprague, Vice President	X			
Mrs. Heather Garcia, President	X			

I. Personnel

Subject	1. Appointment - Gifted and Talented Teacher
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Yena Lee as a Gifted and Talented teacher for the 2025 -2026 school year at a salary of \$62,573.00 MA Step 3, pending background check.

*Final salary is pending outcome of current NEA contract negotiations.

Subject	2. Appointment - Confidential Administrative Assistant
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Chiara Agudelo as a Confidential Administrative Assistant to the Principal for the 2025-2026 school year at a pro-rated salary of \$52,450.69, with a start date of July 23, 2025, pending background check.

Subject	3. Appointment - Paraprofessional
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Ella Perez as a Paraprofessional for the 2025-2026 school year at a rate of \$22.30 per hour, not to exceed 29.5 hours per week.

Subject	4. Appointment - Teacher
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Jules Rogovich as a Special Education Teacher for the 2025-2026 school year at a salary of \$62,073.00 MA Step 2, pending background check.

*Final salary is pending outcome of current NEA contract negotiations.

Subject	5. ESY Coverage
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Mary Kate Portera for additional ESY coverage for the period of July 28, 2025 - August 1, 2025 at an hourly rate of \$47.63 for a total salary of \$952.60.

Subject	6. ESY Coverage
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Kerri Marano as an ESY paraprofessional for August 1, 2025 at an hourly rate of \$22.30 not to exceed \$89.20.

Subject	7. ABA Services - July
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	I. Personnel

Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, post-approve Elizabeth Giampaglia to provide ABA services for SID#9391487300 for two (2) hours per day with a maximum of ten (10) hours per week for the period July 9, 2025 - July 31, 2025 at an hourly rate of \$60.84 not to exceed \$2,068.56.

Subject 8. ABA Services - August
Meeting Jul 22, 2025 - MINUTES - Regular Meeting
Category I. Personnel
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Zachary Craig to provide ABA services for SID#9391487300 for a maximum of ten (10) hours per week for the period August 1, 2025 - August 31, 2025 at an hourly rate of \$58.44 not to exceed \$2,454.48.

Subject 9. Appointment - Stipend Positions
Meeting Jul 22, 2025 - MINUTES - Regular Meeting
Category I. Personnel
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following stipend positions for the 2025-2026 school year:

Position	Amount	Staff Member
Yearbook Co-Advisor	\$1,314.50	Lisa Baird
Yearbook Co-Advisor	\$1,314.50	Michelle Wesley
Student Council	\$1,959.00	Marijean O'Donnell
Grade 8 Advisor	\$2,217.00 (\$1,108.50 per staff)	Cassandra Cacavella Mary Leocata
Athletic Advisor	\$31.00 per hour	Gianvito DeCandia
Musical Coordinator	\$4,124.00	Mary Kate Portera
Curriculum Coordinator	\$31.00 per hour	Erika Gomez
Interscholastic Soccer	\$1,907.00 (\$953.50 per staff)	Ariella Audi Michael Santa Cruz
Interscholastic Volleyball, Girls	\$1,907.00	Deanna DeLuca

Interscholastic Volleyball, Boys	\$1,907.00 (\$953.50 per staff)	Justin Bronner Hae - Jin Mun
Interscholastic Basketball, Girls	\$2,268.00	Deanna DeLuca
Interscholastic Basketball, Boys	\$2,268.00	Michael Sheehan
Interscholastic Track & Field, Girls	\$1,675.00	Amy Walsh
Interscholastic Track & Field, Boys	\$1,675.00	Paul D'Errico
Intramural Spring Hockey	\$825.00	Amy Walsh
Intramural Basketball, Girls	\$825.00	Paul D'Errico
Intramural Basketball, Boys	\$825.00	Paul D'Errico
Interscholastic Cross Country	\$516.00	Paul D'Errico
Intramural Volleyball Fall	\$825.00	Amy Walsh
Intramural Volleyball Spring	\$825.00	Amy Walsh
Crowd Supervision	\$32.00 per session	Mary Leocata, Gianvito DeCandia, Amy Walsh, Paul D'Errico
Interscholastic Softball	\$2,268.00	Jacqueline Fales
Interscholastic Baseball	\$2,268.00 (\$1,134.00 per staff)	Justin Bronner Hae Jin Mun
Competitive Robotics	\$60.00 per hour (not to exceed \$1,680.00)	TBD
Robotics Club	\$60.00 per hour (not to exceed \$1,680.00)	TBD
Broadcasting	\$60.00 per hour (not to exceed \$1,680.00 each staff)	Samantha Griffin, TBD
Art	\$60.00 per hour (not to exceed \$1,680.00)	Samantha Griffin
Debate Club	\$1,237.00	Lauren Flyge
National Junior Honor Society	\$60.00 per hour (not to exceed \$1,680.00 per staff)	Lauren Flyge Lyndsey Stodnick
Zero Period Instruction	\$46.00 per hour (not to exceed \$4,968.00)	Michael Santa Cruz

Subject **10. Resignation - Teacher**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, accept the resignation of Christina Princiotta, Second Grade teacher, with a final date of employment of July 23, 2025.

Subject **11. PERSONNEL VOTE:**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

Recommended Action BE IT RESOLVED, pursuant to the recommendation of the Superintendent, that the Personnel Committee recommends the approval of the following resolution(s):

Motion to approve Personnel Items: #1-10

Moved by: J. Eisberg
Seconded by: J. Lee
Vote: Roll Call

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X			
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Omar Pedraza, Trustee	X			
Mrs. Kelly Wilson, Trustee				X
Mr. Michael Sprague, Vice President	X			
Mrs. Heather Garcia, President	X			

J. Curriculum

Subject **1. Workshop/Conference**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category J. Curriculum
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following workshop/conference:

Name: Emily Francavilla
Workshop: Orton-Gillingham Plus Course
Location: Totowa, New Jersey
Date/Time: July 21, 2025 - July 25, 2025
Cost: \$1,750.00

Name: Steven Pellegrino
Workshop: School Safety Specialist certification
Location: Brick, New Jersey
Date/Time: August 11, 2025 - 15, 2025
Cost: TBD (travel expenses)

Subject 2. Field Trips - ESY
Meeting Jul 22, 2025 - MINUTES - Regular Meeting
Category J. Curriculum
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following ESY Field Trip:

Staff in Charge	Location	Grade	Month	Cost to District	Chaperones
Justin Bronner	Dunkin'	5th	July	\$0.00	Justin Bronner Steven Henrici

Subject 3. 2025 - 2026 NVCC Curriculum Units
Meeting Jul 22, 2025 - MINUTES - Regular Meeting
Category J. Curriculum
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, adopt the 2025-2026 curriculum units provided by the Northern Valley Curriculum Center.

Subject	4. CURRICULUM VOTE:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	J. Curriculum
Access	Public
Type	Action

Motion to approve Curriculum Items: #1-3

Moved by:
Seconded by:
Vote: Roll Call

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X			
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Omar Pedraza, Trustee	X			
Mrs. Kelly Wilson, Trustee				X
Mr. Michael Sprague, Vice President	X			
Mrs. Heather Garcia, President	X			

K. Finance

Subject	1. Monthly Disbursements:
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

Monthly Disbursements:

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves/post-approves the following 2024-2025 disbursements:

- 1) Post-approve **June 2025 Hand Checks**, in the amount of **\$183,394.34** .
- 2) Post-approve **June 2025 Payroll related Wire Transfers**, in the amount of **\$846,339.34** from the General Bank Account to the Payroll Bank Accounts.

3) Approve **Additional June 30, 2025 Monthly Disbursements**, in the amount of **\$264,343.44**.

4) Approve **July 22, 2025 Monthly Disbursements**, in the amount of **\$135,259.44**.

File Attachments

[June 30th Check Run.pdf \(223 KB\)](#)

[July Check Run.pdf \(227 KB\)](#)

Subject **2. *RESERVED* Financial Reports**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

Subject **3. *RESERVED* Budget Transfers**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

Subject **4. Contract Addendum - Revised**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, post-approve the attached addendum to the current employment agreement with Margaret Ward Damiano from May 21, 2025 through the matter being resolved, to provide continued consultation with the Norwood Board of Education for the limited purposes of aiding in various pending legal matters, at the current per diem rate of \$700 (\$100 per hour).

Executive File Attachments

[Norwood BOE - Addendum to Margaret Ward Damiano contract - May 2025.pdf \(51 KB\)](#)

Subject	5. Custodian of Records Officer (OPRA) Appointment
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, that the Norwood Board of Education appoints Michael Jordan, Business Administrator/Board Secretary, as the Custodian of Records (OPRA) Officer for the Norwood School District beginning July 1, 2025 through the Re-organization meeting on January 6, 2026.

Subject	6. Public Agency Compliance Officer Approval
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, that in accordance with N.J.A.C. 17:27-3-5, each public agency shall designate an individual to serve as its Public Agency Compliance Officer or P.A.C.O. The P.A.C.O. is the liaison between the Division and the service provider. The service provider shall include but shall not be limited to goods and services vendors, professional service vendors and construction contractors. The P.A.C.O. is the Public Agency's point of contact for all matters concerning the implementation and administration of the statute. The P.A.C.O. is also responsible for administering contracting procedures pertaining to equal employment opportunity. As such, the P.A.C.O. must have the authority to recommend changes to effectively support the implementation of the statute and its regulations;

AND WHEREAS, each year all Public Agencies are required to submit the name, title, address, telephone number, fax, and e-mail address of the P.A.C.O. designated by the Public Agency. This information must be submitted to the Division no later than January 10th of each year. However, it shall be the responsibility of the Public Agency to update the P.A.C.O. designation at any time during the year if any changes are made concerning the designated P.A.C.O.;

AND BE IT RESOLVED, that the Norwood Board of Education appoints Michael Jordan, School Business Administrator/Board Secretary for the period beginning on July 1, 2025 until the Re-Organization Meeting, January 6, 2026.

AND BE IT FURTHER RESOLVED, that the Board directs the Business Administrator / Board Secretary to submit the necessary information to the State of New Jersey, Department of the Treasury, Division of Contract Compliance and EEO in Public Contracts.

Subject	7. Officer for Bidding and Purchasing Approval
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public

Type	Action
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WHEREAS, 18A:18A-2(b) provides that a Board of Education shall assign the authority, responsibility and accountability for the purchasing activity of the Board of Education to a person who shall have the power to prepare advertisements, to advertise for and receive bids, and to award contracts as permitted by this chapter;

AND WHEREAS, 18A:18A-3 provides that contracts, awarded by the purchasing agent that do not exceed in the aggregate, in a contract year, the bid threshold (currently \$39,000) may be awarded by the purchasing agent without advertising for bids when so authorized by board resolution;

AND WHEREAS, 18A:18A-37, provides that all contracts that are in the aggregate less than 15% of the bid threshold (currently \$5,850) may be awarded by the purchasing agent without soliciting competitive quotations if so authorized by board resolution;

AND NOW THEREFORE BE IT RESOLVED, that the Norwood Board of Education pursuant to the statutes cited above, hereby appoints Michael Jordan, School Business/Administrator/Board Secretary for the period beginning July 1, 2025 through the Re-organization meeting on January 6, 2026 as its duly authorized Purchasing Agent and is duly assigned the authority, responsibility and accountability for the purchasing activity of the Norwood Board of Education;

AND BE IT FURTHER RESOLVED, pursuant to N.J.S.A. 18A:18A-2(b), the Business Administrator/Board Secretary is designated to have the power to prepare advertisements, to advertise for and to receive bids. The Business Administrator/Board Secretary, in accordance with N.J.S.A. 18A:18A-21(b) is authorized to publicly receive bids, unseal them and announce the contents. In the absence or unavailability of the Purchasing Agent, the Board of Education authorizes the Superintendent or the Secretary to the Business Administrator to publicly receive bids, unseal them and announce the contents.

BE IT FURTHER RESOLVED that the Business Administrator/Board Secretary is hereby authorized to award contracts on behalf of the Norwood Board of Education that are in the aggregate less than 15% of the bid threshold (currently \$5,850) without soliciting competitive quotations;

AND BE IT FURTHER RESOLVED, that the Business Administrator/Board Secretary is hereby authorized to award contracts on behalf of the Norwood Board of Education after seeking competitive quotations, when applicable and practicable when contracts in the aggregate exceed 15% of the bid threshold (currently \$5,850) but less than the bid threshold of \$39,000. The effective date beginning July 1, 2025 through the Re-organization meeting on January 6, 2026.

Subject	8. Tuition Agreements 2025-2026 - Winston Prep
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, pursuant to a Settlement Agreement dated August 2024, the Norwood Board of Education approves the 2025-2026 School Year out-of-district placement with the Winston Preparatory School, for special education students: SID #5268840414 and SID #9832863914, at a tuition cost of \$ 89,900.00.00 each.

Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

● ESY 2025 Tuition Amount: \$ 6,600.00

Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, that upon the recommendation of the School Business Administrator and Superintendent, the Norwood Board of Education approves a Contract with the Bergen County Special Services School District (BCSS), for professional special education Occupational Therapy Services, during the 2025-2026 school year, for out of district student SID# 3678394887, at a total amount not to exceed \$1,125.00.

Subject	12. Extraordinary Aid Acceptance
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education, accepts the 2024-2025 Extraordinary Aid award in the amount of \$584,582.00.

File Attachments

[Extraordinary Aid 2024-2025.pdf \(29 KB\)](#)

Subject	13. Grant Submission/Acceptance
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	

BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education approves the submission of the required Certification of purpose to, and acceptance of, the \$13,751.00 award from the School Development Authority Emergent and Capital Maintenance program. The district will use these funds to offset a portion of the district's costs of the Electrical Panel project.

Subject	14. IDEA Grant Allocations FY-2026
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education hereby authorizes the submission of the IDEA application for fiscal year 2026 and accepts the grant award of these funds upon the subsequent approval of the IDEA application in the following amounts:

IDEA-Basic:	\$ 157,916
IDEA-Preschool:	\$ <u>8,743</u>
Total Allocation:	\$ 166,659

Subject 15. Menstrual Product Reimbursement

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education accepts the 2024-2025 Menstrual Product Reimbursement from the NJ DOE reimbursement in the amount of \$3,282.00.

File Attachments

[Reimbursement Mentrual products 2024.pdf \(51 KB\)](#)

Subject 16. Nonpublic School Transportation Costs Reimbursement

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education accepts the Reimbursement from the NJ DOE in the amount of \$9,866.00, for 2024 Nonpublic School Transportation Costs.

File Attachments

[Reimbursement Nonpublic Transportation 2024.pdf \(55 KB\)](#)

Subject 17. Chemical Screening Agreements - Valley Health System

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, that upon recommendation of the Superintendent, the Norwood Board of Education approves the agreements with Valley Health System, for Student and Staff Drug and Alcohol Testing Services during the 2025-2026 school year, at an estimated total cost of \$1,000.00.

Subject	18. Neurological Evaluations - Dr. Hugh Bases
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Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves the attached Contract with Dr. Hugh Bases, to perform student Neurological Evaluations, on an as needed basis during the 2025-2026 school year, at a per evaluation fee of \$700.00.

Subject	19. Bi-Lingual Evaluations - Hillmar, LLC
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Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves a Professional Services Contract with Hillmar, LLC, to perform Child Study Team related Bi-Lingual Psychological Evaluations, during the 2025-2026 school year, at the fees specified within the attached Agreement:

File Attachments 2025-2026 Hillmar Agreement.pdf (145 KB)
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Subject	20. Related Services - Thera-Pede
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Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves a Contract with Thera-Pede, LLC to provide home based Physical Therapy, Occupational Therapy, and Speech Therapy services according to the attached fee schedule.

File Attachments

[2025-2026 Thera-Pede.pdf \(60 KB\)](#)

Subject	21. Nursing Service - White Glove
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	

BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education approves the attached Agreement with White Glove Community Care, Inc., for as needed Nursing Services during the 2025-2026 school year, at the following hourly rates:

LPN Services	\$ 58.00
RN Services	\$ 68.00.

File Attachments

[2025-2026 White Glove.pdf \(546 KB\)](#)

Subject	22. Risk Management Agreement: 2025-2026
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
Type	Action

BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education approves the attached Agreement, with Nelson-Patterson Agency, Inc., for Insurance Risk Management Consulting Services, during the 2025-2026 school year, at a Commission Fee of 6.0% of the total annual insurance premium assessment.

File Attachments

[25-26 Risk Management Agreement.pdf \(304 KB\)](#)

Subject **23. Outdoor Warning System/Weather Station**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, that upon the recommendation of the Superintendent and Business Administrator, the Norwood Board of Education approves the attached Agreement, with Perry Weather, Inc., for Outdoor Warning System/Weather Station Services, during the 2025-2026 school year, at a Fee of \$3,050.00. (This will replace the current Lightning Detector system)

File Attachments

[Perry Weather Agreement.pdf \(60 KB\)](#)

Subject **24. Residency Investigator**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type

BE IT RESOLVED, upon recommendation of the Superintendent and Business Administrator, the Norwood Board of Education approves the proposal from Tb Investigators, LLC to provide independent investigator services relating to residency issues and concerns. Services will be on an as needed basis, at the rate of \$100.00 per hour.

Subject **25. School Security - Shared Services Agreement**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves the attached Agreement for Shared School Security Services of a police officer, between the Borough of Norwood, the Norwood Board of Education and the Northern Valley Regional High School Board of Education, for the 2025-2026 school year, at a cost to the Norwood Board of Education of \$35.00 per hour.

File Attachments

[2025-2026 school building security shared service agreement.pdf \(186 KB\)](#)

Subject **26. Norwood Boro Gasoline Year 3 of 5 : 2025-2026**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type	Action
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BE IT RESOLVED, that upon the recommendation of the Superintendent and School Business Administrator, the Norwood Board of Education approves year three (3) of a five-year Agreement with the Borough of Norwood for the purchase of fuel during the 2025-2026 school year.

Subject **27. ACE Before/After School Care Program 2025-2026**

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type

WHEREAS, the Norwood Board of Education desires to enter into the attached Before/After School Care Program Agreement with the River Vale Education Foundation's A.C.E. Program; and

WHEREAS, the term of the agreement will be for the duration of the 2025-2026 school year at Norwood Public School;
and

WHEREAS, the use of the designated areas and facilities prior to and following school hours will be used in coordination with extracurricular activities, as per the Agreement; and

NOW THEREFORE BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent of schools, the Norwood Board of Education approves, the mutually agreed upon attached Agreement allowing the River Vale A.C.E. Program to operate a Before/After School Care program at the Norwood Public School, for the 2025-2026 school year.

File Attachments

[River Vale Education Fund ACES program Agreement 2025-2026-Norwood.pdf \(89 KB\)](#)

Subject 28. Fire Alarm Services Contract: 2025-2026

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves a Fire Alarm Maintenance Contract with Pro-Tec. Systems, Inc., during the 2025-2026 school year, at a cost of \$3,500.00.

Subject 29. * RESERVED* Use of Facility Requests

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

BE IT RESOLVED, upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education Approves/Post Approves applications for the USE OF SCHOOL FACILITIES made by the following groups/organizations listed below, subject to the health and safety guidelines and terms set forth by the School Board Policy P7510 and Regulation R7510:

BE IT FURTHER RESOLVED, that the Board reserves the right to schedule school activities at any time.

	GROUP/ORGANIZATION	USE/PURPOSE/ROOM	DATES/TIMES	FEE

Subject 30. FINANCE VOTE:

Meeting Jul 22, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

Recommended Action BE IT RESOLVED, pursuant to the recommendation of the Superintendent, that the Finance Committee recommends the approval of the following resolution(s)

Motion to approve Finance Items: 1 - 28

Moved by: J. Eisberg

Seconded by: J. Mendoza

Vote: Roll Call

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X			
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Omar Pedraza, Trustee	X			
Mrs. Kelly Wilson, Trustee				X
Mr. Michael Sprague, Vice President	X			
Mrs. Heather Garcia, President	X			

L. New Business / Old Business

Subject	1. New Business / Old Business
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	L. New Business / Old Business
Access	Public
Type	Discussion

- Extra Ordinary Aid discussion
- NJSBA meeting discussed A.I. and all related issues.
- Health Benefits will be increasing in the coming years.

M. Adjournment to Executive Session - NOT NEEDED

Subject	1. Adjournment to Executive Session - NOT NEEDED
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	M. Adjournment to Executive Session - NOT NEEDED
Access	Private
Type	Action (Consent)

N. Adjournment from Executive Session - NOT NEEDED

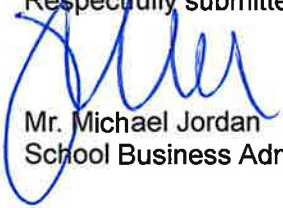
Subject	1. Adjournment from Executive Session - NOT NEEDED
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	N. Adjournment from Executive Session - NOT NEEDED
Access	Public
Type	Action (Consent)

O. Meeting Adjournment

Subject	1. Meeting Adjournment
Meeting	Jul 22, 2025 - MINUTES - Regular Meeting
Category	O. Meeting Adjournment
Access	Public
Type	Action (Consent), Procedural

Moved by: J. Eisberg
Seconded by: J. Mendoza
Time: 8:01pm

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Michael Jordan', is written over the printed name.

Mr. Michael Jordan
School Business Administrator/Board Secretary