



**Tuesday, September 9, 2025**  
**AGENDA - 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**

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<b>Subject</b>	<b>1. OPEN PUBLIC MEETING ACT STATEMENT:</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	A. OPEN Public Meeting
Type	Procedural

## **B. Adjournment to Executive Session**

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## **C. Adjournment from Executive Session**

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<b>Subject</b>	<b>1. Adjournment from Executive Session</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	C. Adjournment from Executive Session
Type	Action (Consent)

**Moved by:**

**Seconded by:**

**Time:**

## **D. Public Session Meeting**

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<b>Subject</b>	<b>1. CALL TO ORDER</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	D. Public Session Meeting

Type

Procedural

**Subject                    2. OPEN PUBLIC MEETING ACT STATEMENT:**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

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: \_\_\_\_\_**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                    Procedural

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

**Faculty & Community Members:** In-person \_\_\_\_\_**Others Present:** \_\_\_\_\_

**Subject**                    **4. FLAG SALUTE:**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                        Procedural

**Subject**                    **5. DISCUSSION OF CORRESPONDENCE:**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                        Discussion

**Subject**                    **6. INFORMATIONAL ATTACHMENTS**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                        Information

**Subject**                    **7. PRESIDENT'S STATEMENT:**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                        Discussion

**Subject**                    **8. SUPERINTENDENT'S REPORT: Dr. Gouraige**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                        Information

**Subject**                    **9. COMMITTEE REPORTS:**

Meeting                    Sep 9, 2025 - AGENDA - Regular Meeting

Category                    D. Public Session Meeting

Type                        Action (Consent)

- 1) Curriculum:** Jennifer Eisberg (Chair), Juliana Lee, Kelly Wilson
- 2) Personnel and Negotiations:** Michael Sprague (Chair), Heather Garcia, Jennifer Mendoza
- 3) Buildings and Grounds:** Kelly Wilson (Chair), Heather Garcia, Michael Sprague
- 4) Finance:** Heather Garcia (Chair), Jennifer Eisberg, Jennifer Mendoza
- 5) Policy:** Michael Sprague (Chair), Omar Pedraza, Kelly Wilson
- 6) Special Education:** Juliana Lee (Chair), Jennifer Mendoza, Omar Pedraza

## **E. Open Public Participation - On and Off Agenda Items**

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<b>Subject</b>	<b>1. Open Public Participation - On and Off Agenda Items</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	E. Open Public Participation - On and Off Agenda Items
Type	Action, Procedural

**Moved by:**  
**Seconded by:**  
**Time:**

### **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.
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## **F. Close Public Participation - On and Off Agenda Items**

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<b>Subject</b>	<b>1. Close Public Participation - On and Off Agenda Items</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting

Category F. Close Public Participation - On and Off Agenda Items

Type Action, Procedural

**Moved by:**

**Seconded by:**

**Time:**

## G. Approval of Minutes

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**Subject 1. \*RESERVED\* Approval of Minutes**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category G. Approval of Minutes

Type Action

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

## H. Administrative

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**Subject 1. Fire Drill**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, approve the fire drill for August:

- Fire Drill: August 25, 2025

**Subject 2. Professional Development Plan**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent approve the Professional Development Plan for the 2025-26 school year.

**Subject 3. Paraprofessional SOA 2025-2026**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent approve the Statement of Assurance (SOA), regarding the use of paraprofessional staff for the 2025-2026 school year.

**Subject 4. Revised Paraprofessional Conditions of Employment 2025-2026**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent approve the revised Paraprofessional Conditions of Employment for the 2025-2026 school year.

**Subject 5. ADMINISTRATIVE VOTE:**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**Motion to approve ADMINISTRATIVE Item: #1 - 4**

**Moved by:**

**Seconded by:**

**Vote: Roll Call**

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

## I. Personnel

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**Subject                      1. Resignation - Softball Coach**

Meeting                      Sep 9, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

Type                      Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, accept the resignation of Jacqueline Fales as Softball coach for the 2025 - 2026 season.

**Subject                      2. Appointment - Stipend Positions**

Meeting                      Sep 9, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

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
Interscholastic Basketball, Boys	\$2,268.00	Jacqueline Fales
Interscholastic Softball	\$2,268.00	Jennifer Boccuzzi
Crowd Supervisor	\$32.00 per session	Jennifer Boccuzzi, Andres Pedroza, Mary Kate Portera, Jennifer Kinnealy, Yena Lee

**Subject                      3. Amended Appointment - Special Education Teacher**

Meeting                      Sep 9, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

Type                      Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, post approve Jules Rogovich as a Special Education teacher beginning September 1, 2025 at a per diem rate of \$125.00 not to exceed 60 days.

**BE IT FURTHER RESOLVED**, upon recommendation of the Superintendent, post approve Jules Rogovich as a Special Education teacher at a pro-rated salary of \$62,073.00 MA Step 2, upon successful NJDOE certification.

**BE IT FURTHER RESOLVED**, upon recommendation of the Superintendent, this resolution amends the original appointment from July 22, 2025.

**Subject                      4. Lunch Supervisors**

Meeting                      Sep 9, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, approve the following lunch supervisors for the 2025-2026 school year, at a rate of \$38.00 per full session, per the NEA agreement:

Staff Member
Jennifer Kinnealy
Justin Bronner
Kyoungja Lyu
Grace Brigida

**Subject 5. Appointment - Mentor 2025-2026**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, approve the following mentors for the 2025-2026 school year.

New Teacher Name	Mentor Name
Lisa Pfeufer	Ariella Audi
Jennifer Kinnealy	Christie DeStefano
Lauren Allgor	Tara Davis
Carmit Zigelbaum	Elizabeth Giampaglia
Brittany Galligan	Kerri Marano
Karen Feder	Erika Gomez
Jules Rogovich	Grace Brigida
Paige Newman	Hannah Cho
Andres Pedroza	Laurie Prining
Yena Lee	Marijean O'Donnell
Amanda Leichter	Kerri Marano

**Subject 6. Substitute Nurse**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action



**BE IT RESOLVED**, upon recommendation of the Superintendent, approve Nicole Daly as a substitute nurse for the 2025 - 2026 school year, including the Extended School Year program.

<b>Subject</b>	<b>7. Appointment - Paraprofessional</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	I. Personnel
Type	Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, approve Linda Ocejo as a paraprofessional for the 2025-2026 school year, pending background check.

<b>Subject</b>	<b>8. PERSONNEL VOTE:</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	I. Personnel
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: #1-6**

**Moved by:**  
**Seconded by:**  
**Vote: Roll Call**

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

**J. Curriculum**

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<b>Subject</b>	<b>1. *RESERVED* CURRICULUM VOTE:</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	J. Curriculum
Type	Action

## K. Finance

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<b>Subject</b>	<b>1. *RESERVED* Monthly Disbursements:</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	K. Finance
Type	Action

<b>Subject</b>	<b>2. Financial Reports</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	K. Finance
Type	Action

### Financial Reports:

**BE IT RESOLVED**, that upon the recommendation of the Business Administrator and Superintendent, that the Norwood Board of Education accepts the Board Secretary and Treasurer Report for the month of **July 2025**;

**BE IT FURTHER RESOLVED**, that Pursuant to N.J.A.C. 6:20-2.13(e)\*, we certify that as of **July 31, 2025**, after a review of the Board Secretary's monthly financial report (appropriations section), and upon consultation with the appropriate district officials, to the best of our knowledge, no major account fund has been over expended in violation of N.J.A.C. 6:20-2.13(b)\*; and

**BE IT FURTHER RESOLVED**, that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

<b>Subject</b>	<b>3. Budget Transfers</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	K. Finance
Type	Action

### Monthly Budget Transfers:

**BE IT RESOLVED**, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves the attached **July** budget appropriation transfer of funds for the 2025-2026 school year.

File Attachments

[Transfer Report July 2025.pdf \(191 KB\)](#)**Subject 4. Occupational Therapy Services - BCSSD**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category K. Finance

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 (BCSSD), for Additional professional special education Occupational Therapy Services, extended through September 12, 2025, for out of district student SID# 3678394887, at a total amount not to exceed \$1,625.00.

**Subject 5. Speech & Language Services Contract (BCSSD)**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category K. Finance

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 (BCSSD), for additional Speech and Language Therapy services for OOD SID# 3678394887. Speech services to be provided for a maximum of two hours per week in August, plus progress report writing, extended through September 12, 2025. The total amount is not to exceed \$1,625.00.

**Subject 6. Physical Therapy Services Contract (BCSSD)**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category K. Finance

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 (BCSSD), for Physical Therapy services for OOD SID# 3678394887. Physical Therapy services to be provided for a maximum of two hours per week from September 4th through September 12, 2025. The total amount is not to exceed \$500.00.

**Subject 7. Use of Facility Requests**

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category K. Finance

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
1	KPSC	KPSC Annual meeting; APR	9/16/2025	none
2	PTO	APR Membership Meeting	9/10/2025; 10/8/2025; 11/12/2025; 12/10/2025; 1/14/2026; 2/11/2026; 3/12/2026; 4/8/2026; 6/10/2026	none
3	PTO	K Meet and Greet; back fields	8/27/2025	none
4	PTO	Class Parent Meeting; Library	9/17/2025	none
5	PTO	Fall Festival; back fields	10/17/2025; 10/24/2025 (rain date)	none
6	PTO	Fall Book Fair; Gym	10/21/2025 -10/24/2025	none
7	PTO	Norwood's Got Talent; APR	12/3/2025 - 12/4/2025	none
8	PTO	Holiday Boutique; Gym	12/8/2025 - 12/11/2025	none
9	PTO	International Day; APR/Cafeteria	1/22-23/2026; 1/29- 30/2026 (inclement weather date)	none
10	PTO	Science Fair; APR/Cafeteria	2/26 - 27/2026	none
11	PTO	Spring Fling; APR	4/24/2026	none

### Subject

### 8. FINANCE VOTE:

Meeting Sep 9, 2025 - AGENDA - Regular Meeting

Category K. Finance

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 - 7

Moved by:

Seconded by:

Vote: Roll Call

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

Mrs. Heather Garcia, President				
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## **L. New Business / Old Business**

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<b>Subject</b>	<b>1. New Business / Old Business</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	L. New Business / Old Business
Type	Discussion

## **M. Adjournment to Executive Session - (If Needed)**

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## **N. Adjournment from Executive Session - (If Needed)**

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<b>Subject</b>	<b>1. Adjournment from Executive Session - (If Needed)</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	N. Adjournment from Executive Session - (If Needed)
Type	Action (Consent)

**Moved by:**  
**Seconded by:**  
**Time:**

## **O. Meeting Adjournment**

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<b>Subject</b>	<b>1. Meeting Adjournment</b>
Meeting	Sep 9, 2025 - AGENDA - Regular Meeting
Category	O. Meeting Adjournment
Type	Action (Consent), Procedural

**Moved by:**  
**Seconded by:**  
**Time:**

Respectfully submitted,

Mr. Michael Jordan  
 School Business Administrator/Board Secretary