



Tuesday, September 30, 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

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	Sep 30, 2025 - AGENDA - Regular Meeting
Category	A. OPEN Public Meeting
Type	Procedural

B. Adjournment to Executive Session

C. Adjournment from Executive Session

Subject	1. Adjournment from Executive Session
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	C. Adjournment from Executive Session
Type	Action (Consent)

Moved by:

Seconded by:

Time:

D. Public Session Meeting

Subject	1. CALL TO ORDER
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	D. Public Session Meeting
Type	Procedural

Subject 2. OPEN PUBLIC MEETING ACT STATEMENT:

Meeting Sep 30, 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 30, 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			
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 30, 2025 - AGENDA - Regular Meeting

Category

D. Public Session Meeting

Type

Procedural

Subject**5. DISCUSSION OF CORRESPONDENCE:**

Meeting

Sep 30, 2025 - AGENDA - Regular Meeting

Category

D. Public Session Meeting

Type

Discussion

Subject**6. INFORMATIONAL ATTACHMENTS**

Meeting

Sep 30, 2025 - AGENDA - Regular Meeting

Category

D. Public Session Meeting

Type

Information

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

Meeting

Sep 30, 2025 - AGENDA - Regular Meeting

Category

D. Public Session Meeting

Type

Discussion

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

Meeting

Sep 30, 2025 - AGENDA - Regular Meeting

Category

D. Public Session Meeting

Type

Information

Subject**9. COMMITTEE REPORTS:**

Meeting

Sep 30, 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,
- 3) Buildings and Grounds:** Kelly Wilson (Chair), Heather Garcia, Michael Sprague
- 4) Finance:** Heather Garcia (Chair), Jennifer Eisberg,
- 5) Policy:** Michael Sprague (Chair), Omar Pedraza, Kelly Wilson
- 6) Special Education:** Juliana Lee (Chair), , Omar Pedraza

E. Open Public Participation - On and Off Agenda Items

Subject	1. Open Public Participation - On and Off Agenda Items
Meeting	Sep 30, 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.
-

F. Close Public Participation - On and Off Agenda Items

Subject	1. Close Public Participation - On and Off Agenda Items
Meeting	Sep 30, 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

Subject	1. Approval of Minutes
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Meeting Sep 30, 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:

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

- **August 26, 2025 - Regular Meeting Minutes**
- **August 26, 2025 - Executive Meeting Minutes**
- **September 9, 2025 - Regular Meeting Minutes**
- **September 9, 2025 - Executive Meeting Minutes**

Moved by:

Seconded by:

Vote: Roll Call:

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

File Attachments

[August 26 Regular Meeting Minutes.pdf \(1,020 KB\)](#)

[September 9 Regular Meeting Minutes.pdf \(569 KB\)](#)

H. Administrative

Subject 1. Fire and Security Drills

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the fire and security drills for September:

- Fire Drill: September 8, 2025
- Security Drill: September 22, 2025

Subject 2. Bus Evacuation Drill

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent approve the following school bus emergency evacuation drill:

Date	Time	Location	Route Number	Principal/Staff Overseeing
September 10, 2025	8:30- 12:30	Front of School	2- Valley Transportation	Kathleen DeRosa and Steven Pellegrino

Subject 3. Health and Safety Evaluation SOA

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent approve the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance for the 2025 - 2026 school year.

Subject 4. Nursing Services Plan 2025-2026

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent the Norwood Public School approves the Nursing Services Plan for the 2025-2026 school year.

Subject 5. District Emergency Response Plan

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

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

Subject 6. Professional Services

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

Professional Services

BE IT RESOLVED, Pursuant to the Public Meetings Act, Chapter 231, Laws of New Jersey 1975, Notice is hereby given that at the Regular Meeting of the Norwood Board of Education on Tuesday, September 30, 2025, at 7:00pm, the firm Wilentz, Goldman & Spitzer PA be appointed Bond counsel for the district's referendum project, effective through the Reorganization meeting of 2026.

Subject 7. ADMINISTRATIVE VOTE:

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

Motion to approve ADMINISTRATIVE Item: #1 - 6

Moved by:
Seconded by:
Vote: Roll Call

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

I. Personnel

Subject 1. Appointment - Stipend Positions

Meeting Sep 30, 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
Robotics Club	\$60.00 per hour not to exceed \$1,680.00	Yena Lee

Crowd Supervision	\$32.00 per session	Kyoungja Lyu Cassandra Cacavella
After School Pickup Supervision	\$1,000.00 each	Hae-Jin "Danny" Mun Justin Bronner

Subject 2. Appointment - Stipend Position

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, post - approve Seth Links for the 1/6 Period Coverage Stipend from September 4, 2025 through June 25, 2025 at a rate of \$79.68 per session.

*Final stipend amount is pending outcome of current negotiations.

Subject 3. Appointment - Paraprofessional

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action

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

Subject 4. Substitute Nurse

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action

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

Subject 5. Substitute Teacher

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category I. Personnel

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Jessica Nunes as a substitute teacher for the 2025 - 2026 school year, pending background check.

Subject	6. Substitute Teacher
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	I. Personnel
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Cara DiCuffa as a substitute teacher for the 2025 - 2026 school year, pending background check.

Subject	7. ESL Lunch Bunch Program: 2025-2026
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	I. Personnel
Type	Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Hae-Jin (Danny) Mun to facilitate the ESL Lunch Bunch program for the period October 1, 2025 through June 15, 2026, at a rate of \$45.00 per session not to exceed \$1,485.00, funded through the NVRHS Title III-Immigrant Consortium grant.

Subject	8. PERSONNEL VOTE:
Meeting	Sep 30, 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: #1-7

Moved by:
Seconded by:
Vote: Roll Call

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

J. Curriculum

Subject

1. Course Approval

Meeting

Sep 30, 2025 - AGENDA - Regular Meeting

Category

J. Curriculum

Type

Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following course(s):

Name: Samantha Griffin
 Course: Doing Teacher Research
 Credits: 3
 Dates: Fall, 2025
 Institution: New Jersey City University

Name: Samantha Griffin
 Course: Effective Literacy Teaching for English Language Learners
 Credits: 3
 Dates: Fall, 2025
 Institution: New Jersey City University

Name: Alison Servideo
 Course: Anxiety Awareness: Empowering Students with Help and Hope
 Credits: 3
 Dates: Fall, 2025
 Institution: Southern New Hampshire University

Name: Alison Servideo
 Course: Priceless, Proactive Classroom Management Practices
 Credits: 3
 Dates: Fall, 2025
 Institution: Southern New Hampshire University

Subject 2. Workshop/Conference

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category J. Curriculum

Type Action

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

Name: Yena Lee

Workshop: Bergen County Consortium for Teachers of the Gifted Professional Learning 2024-2025

Location: Westbrook Middle School, Paramus

Date/Time: October 10, 2025; December 5, 2025; January 26, 2026; March 13, 2026; June 1, 2026

Cost: \$100.00

Subject 3. Field Trip

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category J. Curriculum

Type Action

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

Staff in Charge	Location	Grade	Month	Cost to District	Chaperones
Steve Pellegrino Jennifer Boccuzzi	NVOT	8	October	\$0.00	Steve Pellegrino Seth Links Lauren Flyge Michelle Wesley Jennifer Boccuzzi Dave Hubert Steve Henrici

Subject 4. CURRICULUM VOTE:

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category J. Curriculum

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				
Mrs. Juliana Lee, Trustee				
Mr. Omar Pedroza, Trustee				
Mrs. Kelly Wilson, Trustee				
Mr. Michael Sprague, Vice Preseident				
Mrs. Heather Garcia, President				

K. Finance

Subject	1. Monthly Disbursements:
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	K. Finance
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 2025-2026 disbursements:

- 1) Post-approve **August 2025 Hand Checks**, in the amount of **\$157,698.76**.
- 2) Post-approve **August 2025 Payroll related Wire Transfers**, in the amount of **\$189,447.60** from the General Bank Account to the Payroll Bank Accounts.
- 3) Approve **September 30, 2025 Monthly Disbursements**, in the amount of **\$508,495.39**.

File Attachments
[September Check Run.pdf \(361 KB\)](#)

Subject	2. Financial Reports
Meeting	Sep 30, 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 Reports for the months of **July and August 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 and August 30, 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.

File Attachments

[July 2025 Treasurers Report.pdf \(70 KB\)](#)

[August 2025 Treasurers Report.pdf \(70 KB\)](#)

[July 2025 Secretary Report.pdf \(961 KB\)](#)

[August 2025 Secretary Report.pdf \(970 KB\)](#)

Subject 3. Budget Transfers

Meeting Sep 30, 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 and August** budget appropriation transfer of funds for the 2025-2026 school year.

File Attachments

[Transfer Report July 2025.pdf \(191 KB\)](#)

[Transfer Report August 2025.pdf \(204 KB\)](#)

Subject 4. Tuition - Valley Summer Program 2025

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category K. Finance

Type Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education Post-approves an 1/2 Day, out-of-district placement with the Northern Valley High School in their Valley Summer 2025 program, for the following special education student SID #8917498202, during the period July 1, 2025, through July 31, 2025, at a tuition rate of \$4,479.10.

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education Post-approves an out-of-district placement with the Northern Valley High School in their Valley Summer 2025 program, for the following special education student SID #2826193141, during the period July 1, 2025, through July 31, 2025, at a tuition rate of \$8,958.20 plus 1:1 Aide at a rate of \$6,020.20.

Subject 5. 1:1 Aide - BCSS - 2025-2026

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category K. Finance

Type Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves a 1:1 Aide with the Bergen County Special Services (BCSS) in their **Norman Bleshman Regional Day School** program during the 2025-2026 school year, for special education student:

SID #	Full Day
2219099154	\$54,063.00

Subject 6. 1:1 Aide - BCSS - 2025-2026

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category K. Finance

Type Action

BE IT RESOLVED, that upon the recommendation of the Business Administrator and Superintendent, the Norwood Board of Education approves a 1:1 Aide with the Bergen County Special Services School District (BCSS) in their **Washington Elementary School** program during the 2025-2026 school year; for special education student:

SID#	Full Day
4151128054	\$54,063.00

Subject 7. NV Shared Service Agreement nurses 2025-2026

Meeting Sep 30, 2025 - AGENDA - Regular Meeting

Category K. Finance

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 Nursing Services, between the Norwood Board of Education and the Northern Valley Regional High School Board of Education, for the 2025-2026 school year.

Subject	8. Use of Facility Requests
Meeting	Sep 30, 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	Norwood PTO	Gym; Spring Book Fair	3/25/26-3/27/26; 8:30am-4:30pm	none
2	Class of 2026	Patio; Restaurant Card Sale	9/16 & 9/17/25; 5pm-10pm	none
3	Norwood PTO	Fields; Walk-A-Thon	10/10/25; 8:30am-2:30pm	none
4	Norwood PTO	APR; Talent Show Practice	11/4, 11/10, 11/15, 11/13, 11/17, 11/18, 11/20, 12/1, 12/8, 12/10, 12/11, 12/15; 6-8pm	none
5	Norwood PTO	Art Room; Cooking Enrichment	Mondays, 10/21/25-1/12/26; 3-4:30 pm	none
6	Norwood PTO	Music Room; Music Enrichment	Tuesdays, 9/16/25-1/13/26; 3-4:30pm	none
7	Norwood PTO	Class Room; Math Enrichment	Wednesdays, 9/17/25-11/5/25; 3-4:15pm	none
8	Norwood PTO	Back Fields; Soccer Enrichment	Thursdays, 9/18/25-11/6/25; 3-4:15pm	none
9	Norwood PTO	Music Rm; Samolnori Enrichment	Mondays, 10/20/25-1/13/26; 3-4:30pm	none
10	Norwood Musical	APR/Music Room/Rooms 19,21,45; School Musical	10/8-meeting; 10/28-10/29-Auditions; 11/21-Auditions; 11/24-Callbacks; Dec.-March, Weekdays AM-rehearsals; Dec 13-March 21 Saturdays-9am-3pm rehearsals; 3/23-3-6pm-dress rehearsal; March 26, 27, 28 Showtime	none

Subject	9. FINANCE VOTE:
Meeting	Sep 30, 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 - 8

Moved by:

Seconded by:

Vote: Roll Call

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

L. New Business / Old Business

Subject	1. New Business / Old Business
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	L. New Business / Old Business
Type	Discussion

M. Adjournment to Executive Session - (If Needed)

N. Adjournment from Executive Session - (If Needed)

Subject	1. Adjournment from Executive Session - (If Needed)
Meeting	Sep 30, 2025 - AGENDA - Regular Meeting
Category	N. Adjournment from Executive Session - (If Needed)
Type	Action (Consent)

Moved by:

Seconded by:

Time:

O. Meeting Adjournment

Subject	1. Meeting Adjournment
Meeting	Sep 30, 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