



Tuesday, September 9, 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	Sep 9, 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	Sep 9, 2025 - MINUTES - Regular Meeting
Category	B. Adjournment to Executive Session
Access	Private
Type	Action (Consent)

Moved by: J. Mendoza

Seconded by: K. Wilson

Time: 6:32pm

C. Adjournment from Executive Session

Subject	1. Adjournment from Executive Session
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	C. Adjournment from Executive Session
Access	Public
Type	Action (Consent)

Moved by: K. Wilson
Seconded by: J. Mendoza
Time: 7:12pm

Executive Content

D. Public Session Meeting

Subject	1. CALL TO ORDER
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Procedural
Subject	2. OPEN PUBLIC MEETING ACT STATEMENT:
Meeting	Sep 9, 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: 7:12pm
Meeting	Sep 9, 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 25

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

Subject

4. FLAG SALUTE:

Meeting

Sep 9, 2025 - MINUTES - Regular Meeting

Category

D. Public Session Meeting

Access

Public

Type

Procedural

Subject

5. DISCUSSION OF CORRESPONDENCE:

Meeting

Sep 9, 2025 - MINUTES - Regular Meeting

Category

D. Public Session Meeting

Access

Public

Type

Discussion

Subject

6. INFORMATIONAL ATTACHMENTS

Meeting

Sep 9, 2025 - MINUTES - Regular Meeting

Category

D. Public Session Meeting

Access

Public

Type

Information

Subject

7. PRESIDENT'S STATEMENT:

Meeting

Sep 9, 2025 - MINUTES - Regular Meeting

Category	D. Public Session Meeting
Access	Public
Type	Discussion

Subject 8. SUPERINTENDENT'S REPORT: Dr. Gouraige

Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
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Category	D. Public Session Meeting
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Access	Public
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Type	Information
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- We had a great opening to the school year. The energy of the students is palpable.
- Our school year began with 2 professional days for our teachers. We achieved many tasks and had training to get the year off to a great start.
- Back to school night for the upper program is September 16th and the lower program is on the 17th.
- We have a strategic planning meeting on September 25th.

Subject 9. COMMITTEE REPORTS:

Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
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Category	D. Public Session Meeting
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Access	Public
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Type	Action (Consent)
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1) Curriculum: Jennifer Eisberg (Chair), Juliana Lee, Kelly Wilson; J. Eisberg said they met and saw a presentation on multi-lingual learners.

2) Personnel and Negotiations: Michael Sprague (Chair), Heather Garcia, Jennifer Mendoza; M. Sprague said mediation meeting on 9/4 and next meeting is 10/28.

3) Buildings and Grounds: Kelly Wilson (Chair), Heather Garcia, Michael Sprague; did not meet.

4) Finance: Heather Garcia (Chair), Jennifer Eisberg, Jennifer Mendoza; M. Garcia said that state aid numbers have been reduced by \$88,000.

5) Policy: Michael Sprague (Chair), Omar Pedraza, Kelly Wilson; did not meet.

6) Special Education: Juliana Lee (Chair), Jennifer Mendoza, Omar Pedraza; did not meet.

E. Open Public Participation - On and Off Agenda Items

Subject	1. Open Public Participation - On and Off Agenda Items
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	E. Open Public Participation - On and Off Agenda Items
Access	Public
Type	Action, Procedural

Moved by: J. Eisberg
Seconded by: J. Lee
Time: 7:17pm

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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- N. Hill, teacher: recognized 3 teachers that archived tenure, and Seth Links who has achieved 25 years of service. The negotiations teams has met and is now in mediation; please settle our contract.
- N. Hadzimichalis, parent: concerns about 8th grade class size.
- A. Foschino, community member; has concerns about the referendum, legal fees to date, and teacher contract settlement.
- J. Barsa, Town Mayor; thanked to school and stated the need to settle the contract.

F. Close Public Participation - On and Off Agenda Items

Subject	1. Close Public Participation - On and Off Agenda Items
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	F. Close Public Participation - On and Off Agenda Items
Access	Public
Type	Action, Procedural

Moved by: J. Eisberg
Seconded by: J. Lee
Time: 7:28

G. Approval of Minutes

Subject	1. *RESERVED* Approval of Minutes
Meeting	Sep 9, 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:

H. Administrative

Subject	1. Fire Drill
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
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 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

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

Executive File Attachments Professional Development Plan 25-26.pdf (921 KB)
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Subject	3. Paraprofessional SOA 2025-2026
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	H. Administrative

Access	Public
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.

Executive File Attachments Paraprofessional SOA 9.2025.pdf (106 KB) 2025-2026 Paraprofessional Staff (1).pdf (42 KB)
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Subject	4. Revised Paraprofessional Conditions of Employment 2025-2026
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

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

Executive File Attachments Paraprofessionals Norwood Board of Education 2025-2026.pdf (401 KB) Appendix A - Paraprofessionals Job Description.pdf (97 KB)

Subject	5. ADMINISTRATIVE VOTE:
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	H. Administrative
Access	Public
Type	Action

Motion to approve ADMINISTRATIVE Item: #1 - 4

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. Resignation - Softball Coach

Meeting Sep 9, 2025 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

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 - 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
Interscholastic Basketball, Boys	\$2,268.00	Jacqueline Fales
Interscholastic Softball	\$2,268.00	Jennifer Boccuzzi
Crowd Supervision	\$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 - MINUTES - Regular Meeting

Category	I. Personnel
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Access Public

Type	Action
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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 - MINUTES - Regular Meeting

Category	I. Personnel
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Access Public

Type	Action
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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 - MINUTES - Regular Meeting

Category	I. Personnel
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Access Public

Type	Action
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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 Zagelbaum	Elizabeth Giampaglia
Brittany Galligan	Kerri Marano
Karen Feder	Erika Gomez
Jules Rogovich	Grace Brigida
Paige Newman	Hannah Cho
Andres Pedroza	Laurie Princing
Yena Lee	Marijean O'Donnell
Amanda Leichter	Kerri Marano

Subject	6. Substitute Nurse
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
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.

Subject	7. Appointment - Paraprofessional
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	I. Personnel
Access	Public
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.

Subject **8. PERSONNEL VOTE:**

Meeting Sep 9, 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: #1-7

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. *RESERVED* CURRICULUM VOTE:**

Meeting Sep 9, 2025 - MINUTES - Regular Meeting

Category J. Curriculum

Access Public

Type Action

K. Finance

Subject **1. *RESERVED* Monthly Disbursements:**

Meeting Sep 9, 2025 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

Subject	2. *RESERVED* Financial Reports
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
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.

Subject	3. Budget Transfers
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	K. Finance
Access	Public
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 - 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 (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 - 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 (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 - 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 (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 - 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
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 - 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: 3 - 7

Moved by: J. Mendoza

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			

L. New Business / Old Business

Subject	1. New Business / Old Business
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	L. New Business / Old Business
Access	Public
Type	Discussion

Mr. Sprague:

- BCSBA first meeting will be 9/29/25
- NJ School Boards county directors meeting on the 9/19
- NJSBA meeting on 9/20/25
- Negotiation / Mediation Meeting on 10/28/25 (or sooner)
- NJSB Annual Fall Delegate Assembly meeting on 11/14/25, but cannot attend, if anyone else would like to fill in...

Mrs. Jennifer Mendoza:

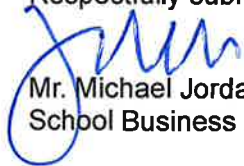
- is stepping down, regrettably.

M. Meeting Adjournment

Subject	1. Meeting Adjournment
Meeting	Sep 9, 2025 - MINUTES - Regular Meeting
Category	M. Meeting Adjournment
Access	Public
Type	Action (Consent), Procedural

Moved by: K. Wilson
Seconded by: J. Lee
Time: 8:17pm

Respectfully submitted,

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

Mr. Michael Jordan
School Business Administrator/Board Secretary