



**Tuesday, October 14, 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**

---

<b>Subject</b>	<b>1. OPEN PUBLIC MEETING ACT STATEMENT:</b>
Meeting	Oct 14, 2025 - AGENDA - Regular Meeting
Category	A. OPEN Public Meeting
Type	Procedural

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

---

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

---

<b>Subject</b>	<b>1. Adjournment from Executive Session</b>
Meeting	Oct 14, 2025 - AGENDA - Regular Meeting
Category	C. Adjournment from Executive Session
Type	Action (Consent)

**Moved by:**

**Seconded by:**

**Time:**

## **D. Public Session Meeting**

---

<b>Subject</b>	<b>1. CALL TO ORDER</b>
Meeting	Oct 14, 2025 - AGENDA - Regular Meeting
Category	D. Public Session Meeting
Type	Procedural

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

Meeting Oct 14, 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 Oct 14, 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 Oct 14, 2025 - AGENDA - Regular Meeting  
Category D. Public Session Meeting  
Type Procedural

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

Meeting Oct 14, 2025 - AGENDA - Regular Meeting  
Category D. Public Session Meeting  
Type Discussion

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

Meeting Oct 14, 2025 - AGENDA - Regular Meeting  
Category D. Public Session Meeting  
Type Information

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

Meeting Oct 14, 2025 - AGENDA - Regular Meeting  
Category D. Public Session Meeting  
Type Discussion

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

Meeting Oct 14, 2025 - AGENDA - Regular Meeting  
Category D. Public Session Meeting  
Type Information

- Student Presentation
- Vandalism and Violence Presentation - Dr. Gouraige
- NJSLA Presentation - Mrs. Kathleen DeRosa and Mr. Steven Pellegrino

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

Meeting Oct 14, 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**

---

<b>Subject</b>	<b>1. Open Public Participation - On and Off Agenda Items</b>
Meeting	Oct 14, 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**

---

<b>Subject</b>	<b>1. Close Public Participation - On and Off Agenda Items</b>
Meeting	Oct 14, 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**

Meeting                      Oct 14, 2025 - AGENDA - Regular Meeting

Category                      G. Approval of Minutes

Type                          Action

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

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

- **September 30, 2025 - Regular Meeting Minutes**
- **September 30, 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  
[September 30 Regular Minutes.pdf \(748 KB\)](#)

## H. Administrative

---

**Subject**                      **1. \*RESERVED\* Fire and Security Drills**

Meeting                      Oct 14, 2025 - AGENDA - Regular Meeting

Category                      H. Administrative

Type                          Action

**Subject 2. Harassment Intimidation and Bullying**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, affirm the Superintendent's decision regarding Harassment, Intimidation, and Bullying (HIB) #252601, reported to the Board in Executive Session at the September 30, 2025 meeting:

- HIB Incident 252601 - Not HIB

**Subject 3. School Safety and Security Plan Annual Review SOA**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent approve the School Safety and Security Plan Annual Review Statement of Assurance for the 2025 - 2026 school year.

**Subject 4. HIB School Self Assessment 2024-2025**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, approve the HIB School Self Assessment for the Norwood Public School District for the 2024-2025 school year which shows compliance with the New Jersey Department of Education's requirements to self-assess school level grades under the Anti-Bullying Bill of Rights.

**Subject 5. ADMINISTRATIVE VOTE:**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category H. Administrative

Type Action

**Motion to approve ADMINISTRATIVE Item: #2-4**

**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. Leave of Absence**

Meeting                      Oct 14, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

Type                      Action

**BE IT RESOLVED**, upon recommendation of the Superintendent, post - approve a Leave of Absence for employee #0065 for the period from September 17, 2025 through December 16, 2025 utilizing 61 sick days.

### **Subject**                      **2. Appointment - Paraprofessional**

Meeting                      Oct 14, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

Type                      Action

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

### **Subject**                      **3. Appointment - Substitute Teacher**

Meeting                      Oct 14, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

Type                      Action

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

### **Subject**                      **4. PERSONNEL VOTE:**

Meeting                      Oct 14, 2025 - AGENDA - Regular Meeting

Category                      I. Personnel

Type

Action

Recommended  
ActionBE 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: #1-3****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. Workshop/Conference**

Meeting

Oct 14, 2025 - AGENDA - Regular Meeting

Category

J. Curriculum

Type

Action

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

Name: Taylor Blanco

Workshop: Patterns of Strengths and Weaknesses in Practice: Moving From Cognitive Assessment to Classroom Impact

Location: Whitehouse Station, NJ

Date/Time: November 4, 2025, 10:00 - 2:30

Cost: \$199.00 plus travel

Name: Bonnie Malora

Workshop: WJV All Day

Location: Mount Laurel, NJ

Date/Time: October 24, 2025



Cost: \$225.00 plus travel

**Subject 2. TAG Field Trips**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category J. Curriculum

Type Action

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

Staff in Charge	Location	Grade	Month	Cost to District	Chaperones
Yena Lee	Northvale	5-8	October	\$0.00	Yena Lee
Yena Lee	Old Tappan	5-8	November	\$0.00	Yena Lee
Yena Lee	Harrington park	5-8	December	\$0.00	Yena Lee
Yena Lee	Demarest	5-8	January	\$0.00	Yena Lee
Yena Lee	Haworth	5-8	March	\$0.00	Yena Lee

**Subject 3. Field Trips**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category J. Curriculum

Type Action

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

Staff in Charge	Location	Grade	Month	Cost to District	Chaperones
Ms. Allgor	Norwood Public Library	K	October	\$0.00	Mrs. Feder Ms. Allgor Hallie Sassano
Ms. Galligan	Norwood Public Library	K	October	\$0.00	Mrs. Feder Ms. Galligan Cathy Santo
Mrs. Strickland	Norwood Public Library	K	October	\$0.00	Mrs. Feder Mrs. Strickland

**Subject 4. CURRICULUM VOTE:**

Meeting Oct 14, 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 Oct 14, 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 **September 2025 Hand Checks**, in the amount of **\$176,053.09**.
- 2) Post-approve **September 2025 Payroll related Wire Transfers**, in the amount of **\$646,469.72** from the General Bank Account to the Payroll Bank Accounts.
- 3) Approve **October 14, 2025 Monthly Disbursements**, in the amount of **\$263,112.83**.

File Attachments

[October Check Run.pdf \(221 KB\)](#)

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

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category K. Finance

Type Action

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

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category K. Finance

Type Action

**Subject 4. Referendum - Bond Proposal - School District Election**

Meeting Oct 14, 2025 - AGENDA - Regular Meeting

Category K. Finance

Type Action

**RESOLUTION OF THE BOARD OF EDUCATION OF THE  
BOROUGH OF NORWOOD IN THE COUNTY OF  
BERGEN, NEW JERSEY AUTHORIZING THE  
SUBMISSION OF A BOND PROPOSAL QUESTION TO  
THE SCHOOL DISTRICT VOTERS AT A SPECIAL  
SCHOOL DISTRICT ELECTION TO BE HELD ON  
MARCH 10, 2026**

**BE IT RESOLVED BY** The Board of Education of the Borough of Norwood in the County of Bergen, New Jersey (the "Board") (not less than a majority of the full membership of the Board concurring) as follows:

1. The following bond proposal (the "Proposal") shall be submitted to the legal voters of the School District at a special School District election (the "Election") to be held on Tuesday, March 10, 2026, commencing at **6:00 a.m.** for the purposes hereinafter provided. The polls shall remain open until 8:00 p.m. and as much longer as may be necessary to permit all the legal voters then present to vote and cast their ballot. . The form of the Proposal will read substantially as follows except as otherwise may be set forth herein:

**BOND PROPOSAL QUESTION**

**The Board of Education of the Borough of Norwood in the County of Bergen, New Jersey (the "Board") is authorized to (a) undertake various improvements, alterations, renovations, and upgrades, and to construct an addition at Norwood Public School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (b) appropriate \$6,107,478 for such improvements; and (c) issue bonds in an amount not to exceed \$6,107,478.**

**The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$4,615,027 for Norwood Public School. The projects include \$352,969 for Norwood Public School for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage will equal 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.**

**Do you approve this Bond Proposal Question?**

2. The Board hereby approves and adopts the Proposal set forth above and, subject to the approval of the legal voters of the School District, hereby determines to carry out the same as described therein (the "Project"). The Board

authorizes the Business Administrator/Board Secretary, consistent with any advice received from bond counsel, to revise the Proposal, if necessary, prior to the Election to conform to any applicable legal requirements.

3. The Board hereby acknowledges and confirms that, in accordance with the requirements of N.J.S.A. 18A:24-16 and N.J.S.A. 18A:24-17, a Supplemental Debt Statement has been prepared as of the date of this resolution by the Chief Financial Officer of the Borough, giving effect to the proposed total authorization of School Bonds of the School District in the maximum amount provided for in the Proposal, and that such Supplemental Debt Statement has been filed in the office of the Borough Clerk, and in the office of the Business Administrator/Board Secretary prior to the adoption of this resolution, and will be filed in the office of the Director of the Division of Local Government Services, State of New Jersey, Department of Community Affairs prior to the date of the Election.

4. The Business Administrator/Board Secretary is hereby authorized and directed, in conjunction with Bond Counsel, to deliver a certified copy of this resolution and such other information as shall be necessary to the County Clerk as required by N.J.S.A. 19:60-2, to request the County Clerk to submit the Proposal to the voters at the Election and to seek the assistance of the county officials and the municipal clerk in conducting the Election.

5. The Board hereby: (i) accepts the determination of Preliminary Eligible Costs as set forth in the letter from the New Jersey Department of Education and not to appeal such determinations made therein; (ii) determines to construct the Project itself; (iii) agrees to locally fund any excess costs, if any; and (iv) delegates the supervision of the Project to the Business Administrator/Board Secretary.

6. Solutions Architects, the School District's appointed architect for the Project (the "Project Architect"), has heretofore been authorized and delegated the responsibility to prepare the plans and specifications for the Project in consultation with and under the supervision of the Business Administrator/Board Secretary, who has been delegated the responsibility to work with the Project Architect for this purposes on behalf of the Board, in accordance with the requirements of N.J.S.A. 18A:18A-16, and such authorizations and delegations are hereby reconfirmed.

7. The School Administration and such other officers, professionals and agents of the Board as are necessary, including Wilentz, Goldman & Spitzer, P.A., Bond Counsel, and the Project Architect, are each hereby authorized and directed to perform such acts, execute such documents and do such things as are necessary and proper for the submission of the Proposal to the voters of the School District at the Election.

8. This Board hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Business Administrator/Board Secretary through a public offering of private placement or through a conduit borrower on a tax-exempt basis. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on its bonds or notes if issued as tax exempt, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on its bonds or notes. The Business Administrator/Board Secretary is hereby authorized to act on behalf of the Board to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Board hereby declares its intent to issue bonds or notes in the amount set forth in the Proposal approved by the voters as set forth in Section 1 and to use the proceeds to pay or to reimburse expenditures for the costs of the Projects authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations 1.150-2 or any successor provisions of federal income tax law,

9. This resolution shall take effect immediately.

**File Attachments**

[State Project No. 3740-020-25-2000.pdf \(424 KB\)](#)

[State Project No. 3740-020-25-1000.pdf \(398 KB\)](#)

<b>Subject</b>	<b>5. RTK Services: 2025-2026</b>
Meeting	Oct 14, 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 Contract from EnviroVision Consultants, Inc. dated October 3, 2025, for the provision of Right-To-Know services during the 2025-2026 school year, at a fixed cost of \$1,150.00.

**Subject 6. West Bergen Mental Healthcare-Mental Health Evaluations**

Meeting Oct 14, 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 Agreement with West Bergen Mental Healthcare, Inc., for student Mental Health Assessments, during the 2025-2026 school year, at the following rates for participating Region III members:

- \$ 230.00 Evaluations by - LSW/LCSW, LAC/LPC, or Psychologist
- \$ 400.00 Evaluations by - Advance Practice Nurse (Board Certified in Behavioral Health).

File Attachments

[West Bergen Mental Healthcare Agreement.pdf \(126 KB\)](#)

**Subject 7. Use of Facility Requests**

Meeting Oct 14, 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 KPSC	Band Room/Room#105 International Day Practice	11/4,11/11,11/18,11/25,12/02, 12/09,12/16/25,1/06,1/13,1/23/26; 3:15-6:00pm	none
2	Norwood KPSC	Gym; International Day Practice	11/17,11/24,12/01,12/08,12/15/25, 11/05,1/12,1/22/26; 6:15-7:45pm	none
3	Norwood PTO	Classroom; Brikz4Kidz Enrichment	Wednesdays, 10/22-12/19/25; 3- 4pm	none

**Subject 8. FINANCE VOTE:**

Meeting Oct 14, 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				
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 Oct 14, 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 Oct 14, 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

Oct 14, 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