



**Thursday, October 23, 2025  
MINUTES - Special Meeting**

**7:30pm - Special Meeting**

**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**

**Mr. Timothy Gouraige, Superintendent**  
**Mr. Michael Jordan, School Business Administrator**

**A. OPEN Public Meeting**

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<b>Subject</b>	<b>1. OPEN PUBLIC MEETING ACT STATEMENT:</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	A. OPEN Public 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.

**B. Public Session Meeting**

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<b>Subject</b>	<b>1. CALL TO ORDER</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	B. Public Session Meeting
Access	Public
Type	Procedural

<b>Subject</b>	<b>2. OPEN PUBLIC MEETING ACT STATEMENT:</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	B. 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.

<b>Subject</b>	<b>3. PUBLIC MEETING ROLL CALL: 7:30pm</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	B. Public Session Meeting
Access	Public
Type	Procedural

BOARD MEMBER	PRESENT	ABSENT	ARRIVAL/DEPARTURE TIME
Mrs. Jennifer Eisberg, Trustee	X		
Mrs. Juliana Lee, 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: 9**

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

<b>Subject</b>	<b>4. Appointment - Substitute Board Secretary 10/23/2025</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	B. Public Session Meeting
Access	Public
Type	Action

The following Board member is designated Board Secretary for 10/23/2025 meeting:

- Mrs. Garcia

<b>Subject</b>	<b>5. FLAG SALUTE:</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting

Category	B. Public Session Meeting
Access	Public
Type	Procedural

## **C. 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	Oct 23, 2025 - MINUTES - Special Meeting
Category	C. Open Public Participation - On and Off Agenda Items
Access	Public
Type	Action, Procedural

**Moved by: J. Eisberg**  
**Seconded by: K. Wilson**  
**Time: 7:31pm**

### **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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- None

## **D. 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	Oct 23, 2025 - MINUTES - Special Meeting
Category	D. Close Public Participation - On and Off Agenda Items
Access	Public
Type	Action, Procedural

**Moved by: O. Pedraza**  
**Seconded by: M. Sprague**  
**Time: 7:31pm**

## **E. Administrative**

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<b>Subject</b>	<b>1. 2025 - 2028 Norwood BOE and NEA Memorandum of Agreement (MOA)</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting

Category	E. Administrative
Access	Public
Type	Action

Mr. Sprague presented information regarding;

**WHEREAS**, the Board has reviewed a memorandum of agreement negotiated with the duly authorized committee of the Norwood Education Association for the 2026-2028; and

**WHEREAS**, same has been duly ratified by the membership of the Norwood Education Association; and

**WHEREAS**, having participated in the negotiation of same, the Board's negotiations committee, recommends approval of this memorandum of agreement.

**NOW, THEREFORE, BE IT RESOLVED** that the terms and conditions set forth in the memorandum of agreement, having been duly reviewed by members of this Board, be and hereby are approved; and

**BE IT FURTHER RESOLVED** that Board counsel is hereby directed to prepare a formal contract for execution by both parties reflecting the terms and conditions set forth in the subject memorandum of agreement.

Executive Content

Subject	<b>2. ADMINISTRATIVE VOTE:</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	E. Administrative
Access	Public
Type	Action

**Motion to approve Administrative Item: 1**

**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			
Mr. Omar Pedraza, Trustee			X	
Mrs. Kelly Wilson, Trustee	X			
Mr. Michael Sprague, Vice President	X			
Mrs. Heather Garcia, President	X			

## **F. Meeting Adjournment**

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<b>Subject</b>	<b>1. Meeting Adjournment</b>
Meeting	Oct 23, 2025 - MINUTES - Special Meeting
Category	F. Meeting Adjournment
Access	Public
Type	Action (Consent), Procedural

**Moved by:** J. Lee  
**Seconded by:** K. Wilson  
**Time:** 7:39pm

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "H. Garcia".

Heather Garcia, on behalf of,  
Mr. Michael Jordan, School Business Administrator/Board Secretary