



Wednesday, January 7, 2026
MINUTES - Re-Organization Meeting

7:15 pm - Re-Organization Meeting; APR

MEMBERS OF THE BOARD

Mrs. Rita Bodine, Trustee
Mrs. Heather Garcia, Trustee
Mrs. Juliana Lee, Trustee
Mr. Omar Pedraza, Trustee
Mr. Michael Sprague, Trustee
Mrs. Kelly Wilson, Trustee

Dr. Timothy Gouraige Chief School Administrator
Mr. Michael Jordan, School Business Administrator/Board Secretary

The Business Administrator/Board Secretary acts as a temporary chairperson until the new President is elected.

The Business Administrator/Board Secretary call meeting to order Time: 7:15pm

A. Meeting Opening:

Subject	1. OPEN PUBLIC MEETING ACT STATEMENT:
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	A. Meeting Opening:
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. If deemed necessary, the Board may meet in executive session immediately following to discuss legal, H.I.B, personnel and other matters exempted by statute from public discussion.

Subject**2. FLAG SALUTE:**

Meeting

Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category

A. Meeting Opening:

Access

Public

Type

Procedural

Subject**3. Report of Annual School Election Results - Mr. Michael Jordan, Business Administrator/Board Secretary**

Meeting

Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category

A. Meeting Opening:

Access

Public

Type

Information

The Norwood Board of Education accepts the official results of the Board of Education Annual School Elections held on November 11, 2025 as follows:

Board Candidate Results - Two, Full Three (3) Year Terms	Total Votes
Stephanie Machin	893
Julie Lee	1,127
Jennifer Eisberg	794
Personal Choice	51
Board Candidate Results - One, Unexpired (1) Year Term	
Omar Pedraza	831
Personal Choice	221

Subject**4. OATH OF OFFICE**

Meeting

Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category

A. Meeting Opening:

Access

Public

Type

Procedural

Mr. Michael Jordan, School Business Administrator/Board Secretary, administers the oath of office to the newly elected board members:

- **Omar Pedraza**
- **Julie Lee**
- **Stephanie Machin**

Subject **5. ROLL CALL of the 2026 Board of Education:**

Meeting Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category A. Meeting Opening:

Access Public

Type Procedural

BOARD MEMBER	PRESENT	ABSENT	ARRIVAL/DEPARTURE TIME
Mrs. Rita Bodine, Trustee	X		
Mrs. Heather Garcia, Trustee	X		
Mrs. Juliana Lee, Trustee	X		
Ms. Stephanie Machin, Trustee	X		
Mr. Omar Pedraza, Trustee	X		
Mr. Michael Sprague, Trustee	X		
Mrs. Kelly Wilson, Trustee	X		

Faculty & Community Members; In-Person: -3-

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

B. Election of President

Subject **1. Election of President**

Meeting Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category B. Election of President

Access Public

Type Action (Consent)

Mr. Jordan calls for the nomination for Board President:

H. Garcia & J. Lee Nominated for President by: O. Pedraza/S. Machin, Seconded by: R. Bodine/J.Lee.

Motion to close nominations and approve election of President made by H. Garcia, seconded by O. Pedraza.

All in Favor:

Vote for President: Roll Call

BOARD MEMBER	VOTE FOR	ABSTAINED	ABSENT
Mrs. Rita Bodine, Trustee	H. Garcia		
Mrs. Heather Garcia, Trustee	H. Garcia		
Mrs. Juliana Lee, Trustee	J. Lee		
Mrs. Stephanie Machin, Trustee	J. Lee		
Mr. Omar Pedraza, Trustee	H. Garcia		
Mr. Michael Sprague, Trustee	H. Garcia		
Mrs. Kelly Wilson, Trustee	H. Garcia		

H. Garcia, the newly elected President of the Norwood Board of Education, assumes leadership of the meeting.

C. Election of Vice President

Subject	1. Election of Vice President
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	C. Election of Vice President
Access	Public
Type	Action (Consent)

H. Garcia calls for the nomination for Board Vice-President:

Election of Vice President:

M. Sprague Nominated for Vice President by: K. Wilson, Seconded by: R. Bodine.

Motion to close nominations and approve election of Vice President made by O. Pedraza, seconded by R. Bodine.

All in Favor:

Vote for Vice President: Roll Call

BOARD MEMBER	VOTE FOR	ABSTAINED	ABSENT
Mrs. Rita Bodine, Trustee	M. Sprague		
Mrs. Heather Garcia, President	M. Sprague		
Mrs. Juliana Lee, Trustee	M. Sprague		
Ms. Stephanie Machin, Trustee	M. Sprague		
Mr. Omar Pedraza, Trustee	M. Sprague		
Mr. Michael Sprague, Trustee	M. Sprague		
Mrs. Kelly Wilson, Trustee	M. Sprague		

D. Reorganization

Subject	1. Adoption of Parliamentary Procedure (Robert's Rules)
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, that the Norwood Board of Education adopts the use of **Robert's Rules of Order** for Parliamentary Procedure.

Subject	2. Adoption of Code of Ethics
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, that the Norwood Board of Education adopts the **Code of Ethics** for School Board Members as per N.J.S.A. 18A:12-24.1 for the period of January 6, 2026 through January 6, 2027.

A School Board member shall abide by the following Code of Ethics :

A. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.

B. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.

C. I will confine your board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.

D. I will carry out your responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.

E. I will recognize that authority rest with the board of education and will make no personal promises nor take any private action that may compromise the board.

F. I will refuse to surrender my independent judgement to special interest or partisan political groups or to use the school for personal gain or for the gain of friends.

G. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the school. In all other matter, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.

H. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.

I. I will support and protect school personnel in proper performance of the duties.

J. I will refer all complaints to the chief administrative officer and will act on the complaints at public meeting only after failure of an administrative solution.

L.2001,c.178,s.5.

Subject	3. Board of Education Meeting Schedule
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, that the Norwood Board of Education approves the following Board Meeting dates, for the period January 2026 through the Reorganization meeting of 2027:

Resolved by the Board of Education of the Borough of Norwood, in the County of Bergen as follows:

Unless posted and published otherwise, the schedule for future public meetings of the Norwood Board of Education will be held in the APR or School Library, 177 Summit Street, Norwood, NJ as follows:

Executive Sessions will be held before the start of the Regular meetings at 6:00 p.m.
Regular Meetings are scheduled to begin at 7:00 p.m. Action may be taken at all meetings.

First Meeting of the Month				Second Meeting of the Month		
Tuesday, January 6, 2026	6:00pm	✳		Tuesday, January 20, 2026	7:00pm	
Tuesday, February 10, 2026	6:00pm	§				
Tuesday, March 3, 2026	7:00pm			Tuesday, March 24, 2026	7:00pm	†
Tuesday, April 7, 2026	7:00pm			Tuesday, April 28, 2026	6:00pm	‡
Monday May 12, 2026	6:00pm			Tuesday, May 26, 2026	7:00pm	
Tuesday, June 9, 2026	7:00pm			Tuesday, June 23, 2026	7:00pm	
Tuesday, July 21, 2026 (may change)	7:00pm			-- -- --	-	
Tuesday, August 25, 2026	7:00pm			-- -- --	-	
Tuesday, September 8, 2026	7:00pm			Tuesday, September 29, 2026	7:00pm	
Tuesday, October 13, 2026	7:00pm			-- -- --	-	
Tuesday, November 10, 2026	7:00pm			-- -- --	-	
Tuesday, December 15, 2026	7:00pm			-- -- --	-	
Tuesday, January 5, 2027	6:00pm	✳				

SM Special Meeting

- Board Reorganization Meeting.
- § Board Retreat Meeting.
- † Preliminary Adoption of the 2026-2027 Budget.
- ‡ Public Hearing and Final Adoption of the 2026-2027 Budget.

Submitted by Michael Jordan
Business Administrator/Board Secretary

Subject 4. Official Newspapers

Meeting Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category D. Reorganization

Access Public

Type Action

Official Newspapers

BE IT RESOLVED, that the Norwood Board of Education designates The Record and The Suburbanite as official newspapers for the Board through the February 2026.

Subject 5. Bylaws, Board Policies, Regulations and Job Descriptions

Meeting Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category D. Reorganization

Access Public

Type Action

Bylaws, Board Policies, Regulations and Job Descriptions

BE IT RESOLVED, approve that the written Bylaws, Board Policies, Regulations and Job Descriptions previously adopted and contained in the Board of Education Policy Book are hereby adopted by this Board and shall govern all actions and business to come before this Board.

Subject 6. Banking Institution, Accounts, Procedures & Agreements

Meeting Jan 7, 2026 - MINUTES - Re-Organization Meeting

Category D. Reorganization

Access Public

Type Action

District Banking and Investment of Monies

BE IT RESOLVED, Adopt ***Enclosure #1*** approving the Norwood Board of Education's Bank of Record, including Banking Accounts, Procedures, and Agreements, as well as authorizing the Investment of Monies, effective through the Reorganization Meeting of January 2027.

File Attachments
[2026 VALLEY BANK Encl #1.docx \(19 KB\)](#)

Subject	7. Official Warrant Signatories
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Official Signatures

BE IT RESOLVED, Designate Board President, Business Administrator/Board Secretary, and Chief School Administrator as the official signatories for the warrants of the Norwood Board of Education, effective through the Reorganization Meeting of January 2027.

Subject	8. Transfer of Funds to Payroll Account
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Transfer of Funds to Payroll Account

BE IT RESOLVED, Authorize the Business Administrator/Board Secretary and/or Payroll Service Provider to transfer funds from the Current Bank Account to Payroll and Payroll Agency Bank Accounts.

Subject	9. Board Attorney - General Counsel
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Board Attorney - General Counsel

BE IT RESOLVED, that the Norwood Board of Education approves the legal firm of Porzio, Bromberg & Newman P.C., as the district's attorneys for General Counsel, Negotiations, and Special Education services, at the rate of \$245.00 per hour for all attorneys and \$160.00 per hour for paraprofessional staff members, for the period January 1, 2026 to the organization meeting of 2027.

Subject	10. Professional Services
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
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 Reorganization Meeting of the Norwood Board of Education on Tuesday, January 6, 2026 at 6:00pm, the attached list of contracts for professional services were awarded, effective through the Reorganization meeting of 2027:

File Attachments
[2026 PUBLIC NOTICE PROFESSIONAL SERVICE RE ORG.pdf \(114 KB\)](#)

Subject	11. 2026 Standard Operating Procedures (SOP) & Purchasing Manuals
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Standard Operating Procedures (SOP) & Purchasing Manuals

BE IT RESOLVED, Adopt the Norwood Public School District's attached Standard Operating Procedures (SOP) and Purchasing manuals, effective through the January 2027 Reorganization Meeting.

File Attachments
[SOP Manual \[2025-2026\].pdf \(961 KB\)](#)
[Purchasing Manual \[2025-2026\].pdf \(1,733 KB\)](#)

Subject	12. School Purchasing Agent
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

School Purchasing Agent

BE IT RESOLVED, Adopt the attached resolution designating the Business Administrator/Board Secretary to be responsible and accountable for the purchasing activity of the district, effective through the Reorganization Meeting of January 2027.

FURTHER RESOLVED: that the Board of Education appoints Michael Jordan as Purchasing Agent duly assigned the authority, responsibility, and accountability for the purchasing of the Board and having the power to prepare advertisements, advertise and prepare bids, and to award contracts pursuant to 18A:18A-3-a (bid threshold), 18A:18A-37a (quotation), and 18A:18A-7a (emergency purchases) and maintains the bid threshold at \$39,000 for the Purchasing Agent.

Subject	13. Appointed Positions
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Appointed Positions

BE IT RESOLVED, approve the following appointed positions effective through the January 2027 Reorganization Meeting:

- Abused, Neglected, Missing, and Homeless Children Liaison – Nicole Kuhrt
- Affirmative Action Officer – Steven Pellegrino
- AHERA Coordinator - Mark Meyers
- Asbestos Management Officer – Mark Meyers
- District Anti-bullying Coordinator – Nicole Kuhrt
- District Anti-bullying Specialists – Deanna DeLuca and Jennifer Boccuzzi
- District Technology Coordinator – Chris Rzucidlo
- District Test Coordinator – Kathleen DeRosa
- Indoor Air Quality Designee - Mark Meyers
- Integrated Pest Management Coordinator – Mark Meyers
- Medical Coordinator – Nicole Davila
- OSHA Compliance Officer – Mark Meyers
- Right to Know Officer – Mark Meyers
- School Safety Specialist – Steven Pellegrino
- Section 504 Compliance Officer – Kathleen DeRosa

Subject	14. Authorization Policy for Summer Hires
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Authorization Policy for Summer Hires

BE IT RESOLVED, Authorize the Superintendent of Schools to fill existing certified and non-certified school vacancies during July and August 2026. Such actions will be confirmed at the next available Board of Education meeting.

Subject	15. Home Instruction Hourly Rate
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, approve the Home Instruction Rate at \$55.00 per hour, effective through the Reorganization Meeting of January 2027.

Subject	16. Petty Cash Fund
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, approve a Petty Cash Fund under the control of the Business Administrator/Board Secretary, in the amount of \$400.00 with a reimbursement limit of \$25.00, effective through the Reorganization Meeting of January 2027.

Subject	17. Student Activities Fund
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, approve continuance of the Student Activities Fund account under the control of the Business Administrator/Board Secretary, effective through the Reorganization Meeting of January 2027.

Subject	18. Mileage Reimbursement Rates
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

BE IT RESOLVED, approve the District's standard Mileage Rate of Reimbursement at \$0.47 per mile in accordance with the New Jersey State OMB Circular Letter 06-02, and as defined in Norwood Board of Education Policy #6471, effective through the Reorganization Meeting of January 2027.

Subject	19. Rates for Rental of School Building and Grounds
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action

Rates for Rental of School Building and Grounds:

BE IT RESOLVED, approve the following fee schedule for the renting of school building spaces and grounds, effective through the Reorganization Meeting of 2027:

Policy and Regulation #7510. In part, the updated regulation provides for required fees became effective January 1, 2025 as outlined below:

1. **Class I** users will not be charged a fee or costs for the use of schools, except that special charges for the specific services of school employees rendered pursuant to paragraph E3a and paragraph E3b will be billed.
2. **Class II and Class III** users will be charged the following facility fees. Fees listed are daily rates for up to four hours' use per day. Custodial fees may also be charged at a rate of \$50.00 per hour. Request for long term and/or multiple classrooms may require a separate lease agreement. All fees listed below will be charged and are effective January 1, 2025.

- Class I users include Norwood Recreation Department, Norwood PTO, and Borough of Norwood.
- Class II users include Norwood Non-Profit Organizations.
- Class III users include Non-Profit Organizations Based Outside of Norwood and For-Profit Organizations.

Facility Fees:

- | | | |
|----|-------------------|----------|
| 1. | School Auditorium | \$500.00 |
| 2. | Gymnasium | \$500.00 |
| 3. | Cafeteria | \$350.00 |
| 4. | Classroom | \$250.00 |
| 5. | Athletic Fields | \$500.00 |

Additional cost of appropriate custodian coverage is required.

Subject	20. REORGANIZATION VOTE:
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	D. Reorganization
Access	Public
Type	Action
Recommended Action	BE IT RESOLVED, upon the recommendation of the Superintendent, that the Norwood Board of Education approves the following Reorganization Items:

Motion to approve Reorganization Items #1-19

Moved by: R. Bodine

Seconded by: K. Wilson

Vote:

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Rita Bodine, Trustee	X			
Mrs. Juliana Lee, Trustee	X		#19	
Ms. Stephanie Machin, Trustee	X			
Mr. Omar Pedraza, Trustee	X			
Mr. Michael Sprague, Vice-President	X			
Mrs. Kelly Wilson, Trustee	X			
Mrs. Heather Garcia, President	X			

E. Committees

Subject	1. Organization of Committees effective until the Reorganization Meeting of January 2027:
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	E. Committees
Access	Public
Type	Action (Consent)

BE IT RESOLVED, that the Norwood Board of Education approves the following standing Board Committees, effective through the reorganization meeting of 2027:

1) Curriculum:

2) Personnel and Negotiations:

3) Buildings and Grounds:

4) Finance:

5) Policy:

6) Special Education:

Vote: All in favor

F. Liaisons

Subject	1. Liaisons
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	F. Liaisons
Access	Public
Type	

BE IT RESOLVED, that the Norwood Board of Education approves the following Board Liaison's, effective through the reorganization meeting of 2027:

- **Bergen County School Boards Association:** M. Sprague.
- **New Jersey School Boards Association:** M. Sprague.

Vote: All in favor.

G. New Business/Old Business

Subject	1. New Business/Old Business
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	G. New Business/Old Business
Access	Public
Type	Action, Discussion, Information

M. Sprague:

- Acknowledged the passing of former Board Member, Don Lehmann in the 1980's.

H. Open to the Public

Subject	1. Open Public Participation
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	H. Open to the Public
Access	Public
Type	

Moved by: R. Bodine
Seconded by: J. Lee
Time: 7:35pm

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.
-

R. Schanck- Parent, commented on the petition of no confidence.

J. Kao - Parent, commented regarding report cards and honor rolls.

A. Hadzimichalis - Parent commented on the petition of no confidence, personnel and staff, legal matters, and leadership and trust.

I. Closed to the Public

Subject	1. Close Public Participation
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	I. Closed to the Public
Access	Public
Type	

Moved by: O. Pedraza
Seconded by: J. Lee
Time: 7:47pm

Dr. Gouraige responded to public comments.

J. Adjournment to Executive Session

Subject	1. Adjournment to Executive Session
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	J. Adjournment to Executive Session
Access	Private
Type	Action (Consent)

Moved by: K. Wilson
Seconded by: R. Bodine
Time: 7:58pm

K. Adjournment from Executive Session

Subject	1. Adjournment from Executive Session
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	K. Adjournment from Executive Session
Access	Public
Type	Action (Consent)

Moved by: R. Bodine
Seconded by: J. Lee
Time: 9:05pm

Executive Content

L. Meeting Adjournment

Subject	1. Meeting Adjournment
Meeting	Jan 7, 2026 - MINUTES - Re-Organization Meeting
Category	L. Meeting Adjournment
Access	Public
Type	Action

Moved by: R. Bodine
Seconded by: J. Lee
Time: 9:05pm

Respectfully submitted,



Mr. Michael Jordan
Business Administrator/Board Secretary