



Tuesday, December 16, 2025
AGENDA - Addendum

7:00pm -

MEMBERS OF THE BOARD

Mrs. Heather Garcia - President
Mr. Michael Sprague - Vice President
Mrs. Jennifer Eisberg - Trustee
Mrs. Juliana Lee - Trustee
Mrs. Rita Bodine - Trustee
Mr. Omar Pedraza - Trustee
Mrs. Kelly Wilson - Trustee

Mr. Timothy Gouraige, Superintendent

Mr. Michael Jordan, School Business Administrator

A. Personnel

Subject	1. Employment and Increment Withholding
Meeting	Dec 16, 2025 - AGENDA - Addendum
Category	A. Personnel
Type	

BE IT RESOLVED, upon recommendation of the Superintendent, the Norwood Board of Education withhold the employment and adjustment increments of Employee #0044 for the 2026 - 2027 school year; and
WHEREAS, the Board has considered the Superintendent's recommendation together with the entire record; and
WHEREAS, the Board has determined that the Superintendent's recommendation to the Board that Employee #0044's employment and adjustment increments be withheld for the 2026-2027 school year is amply supported by the record as a whole;

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board hereby adopts and affirms the Superintendent's recommendation to withhold Employee #0044's employment and adjustment increments for the 2026-2027 school year for the reasons set forth in the Superintendent's email to the employee, December 12, 2025 and

BE IT FURTHER RESOLVED that the Board hereby requests that the Business Administrator/Board Secretary provide Employee #0044 with written notice that her employment and adjustment increments for the 2026-2027 school year are being withheld, together with the reasons therefore, within ten (10) days of the date of this Resolution, pursuant to N.J.S.A. 18A:29-14.

Subject	2. PERSONNEL VOTE
Meeting	Dec 16, 2025 - AGENDA - Addendum
Category	A. 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

Motion to approve Personnel Items: 1**Moved By:****Seconded By:****Vote: Roll Call**

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Rita Bodine, Trustee				
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				