



Tuesday, March 28, 2023
MINUTES - Regular Meeting

7:00pm - Regular Meeting: In person

MEMBERS OF THE BOARD

Mrs. Heather Garcia - President
Mrs. Kelly Wilson - Vice President
Mrs. Jennifer Eisberg - Trustee
Mrs. Juliana Lee - Trustee
Mrs. Jennifer Mendoza - Trustee
Mr. Sam Park- Trustee
Mr. Michael Sprague- Trustee

Mr. Kevin Ulmer, Chief School Administrator
Mr. James Tevis, Interim School Business Administrator

A. [RESERVED]

B. [RESERVED]

C. [RESERVED]

D. Public Session Meeting

Subject	1. CALL TO ORDER
Meeting	Mar 28, 2023 - MINUTES - Regular Meeting
Category	D. Public Session Meeting
Access	Public
Type	Procedural

Subject	2. OPEN PUBLIC MEETING ACT STATEMENT:
Meeting	Mar 28, 2023 - 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: 7:05PM
 Meeting Mar 28, 2023 - 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. Sam Park, Trustee	X		
Mr. Michael Sprague, Trustee	X		
Mrs. Kelly Wilson, Vice President	X		
Mrs. Heather Garcia, President	X		

Faculty & Community Members: In-person **-40-**

Others Present: **Superintendent & Interim Business Administrator**

Subject 4. FLAG SALUTE:
 Meeting Mar 28, 2023 - MINUTES - Regular Meeting
 Category D. Public Session Meeting
 Access Public
 Type Procedural

Subject 5. DISCUSSION OF CORRESPONDENCE:
 Meeting Mar 28, 2023 - MINUTES - Regular Meeting
 Category D. Public Session Meeting
 Access Public
 Type Discussion

Subject 6. INFORMATIONAL ATTACHMENTS

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category D. Public Session Meeting

Access Public

Type Information

Subject 7. SUPERINTENDENT'S REPORT: Mr. Ulmer

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category D. Public Session Meeting

Access Public

Type Information

The MS Principal introduced the Grade 3 and Grade 4 students who provided a presentation of their Invention Convention ideas.

The superintendent expressed his sympathy to the families of the children and adults who were killed in the School Shooting at the Covenant School in Nashville yesterday. As an educator and parent these events are always difficult to process and are troubling in so many ways. Please know that we will continue to make sure that the safety of our students and staff is always our top priority. That being said, last week we had a site visit from former police officer Mr. Lou Cammarata, who has worked for the Department of Homeland Security and is now a School Safety Specialist with the NJDOE. Mr. Cammarata observed our arrival, evaluated our facility, reviewed safety procedures, and observed a lock-down drill. After reviewing our procedures and meeting with our administrative team, I am pleased to report that the feedback from the visit was extremely positive and many of the recommended best practices in school security are already in place here at NPS.

The superintendent commented that the Second Trimester report cards were released on Friday in the Realtime Parent Portal.

The superintendent wished our students and staff the best of luck as they get ready to begin their run of four shows of the musical Beauty and the Beast Jr., this Thursday, Friday, and Saturday.

Subject 8. PRESIDENT'S STATEMENT:

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category D. Public Session Meeting

Access Public

Type Discussion

Subject 9. COMMITTEE REPORTS:
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category D. Public Session Meeting
Access Public
Type Reports

1) Curriculum: *Jennifer Mendoza, Juliana Lee.

2) Personnel & Negotiations: *Kelly Wilson, Jennifer Eisberg.

Trustee Wilson reported that the following items were discussed at the last meeting:

- A comparison of personnel with the other Northern Valley districts was reviewed
- Teacher Evaluation Rubrics were discussed.

3) Buildings and Grounds: *Kelly Wilson, Juliana Lee.

4) Finance: *Heather Garcia, Jennifer Mendoza.

5) Policy: *Kelly Wilson, Jennifer Eisberg.

6) Special Education: *Jennifer Mendoza, Michael Sprague.

E. Open Public Participation - On Agenda Items

Subject 1. Open Public Participation - "On Agenda" Items
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category E. Open Public Participation - On Agenda Items
Access Public
Type Action, Procedural

Moved by: K. Wilson
Seconded by: J. Mendoza
Time:7:23pm

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.

NONE

F. Close Public Participation - On Agenda Items

Subject 1. Close Public Participation - "On Agenda" Items

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category F. Close Public Participation - On Agenda Items

Access Public

Type Action, Procedural

Moved by: K. Wilson

Seconded by: J. Eisberg

Time: 7:23pm

G. Approval of Minutes

Subject 1. Approval of Minutes

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category G. Approval of Minutes

Access Public

Type Action, Minutes

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

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

- **February 13, 2023 - Executive Session Meeting**
- **February 13, 2023 - Public Board Retreat Meeting**
- **February 28, 2023 - Executive Session Meeting**
- **February 28, 2023 - Public Session Meeting.**

Moved by: J. Mendoza

Seconded by: K. Wilson

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. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X			

File Attachments

[BOE Meeting Minutes \[Public\] - Draft \(02.13.2023\).pdf \(1,559 KB\)](#)[BOE Meeting Minutes \[Public\] - Draft \(02.28.2023\).pdf \(1,458 KB\)](#)

Executive File Attachments

[BOE Meeting Minutes \[Executive\] - Draft \(02.13.2023\).pdf \(1,040 KB\)](#)[BOE Meeting Minutes \[Executive\] - Draft \(02.28.2023\).pdf \(1,035 KB\)](#)

H. Administrative

Subject 1. Harassment, Intimidation, and Bullying (HIB)

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category H. Administrative

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, affirm the Superintendent's decision regarding Harassment, Intimidation and Bullying (HIB) incident #NPS222303, reported to the Board in Executive Session at the March 20, 2023, meeting:

HIB Incident #NPS222303 - Affirm as non-HIB.

Subject 2. Harassment, Intimidation, and Bullying (HIB)

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category H. Administrative

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, affirm the Superintendent's decision regarding Harassment, Intimidation and Bullying (HIB) incident #NPS222304, reported to the Board in Executive Session at the March 20, 2023, meeting:

HIB Incident #NPS222304 - Affirm as non-HIB.

Subject 3. Workshop/Conferences

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category H. Administrative

Access Public

Type Action

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

Name: Harold Abraham
 Workshop: Responding to School Bomb Threats
 Location: Rowan College at South Jersey Sewell, NJ
 Date: 3/31/2023
 Cost: \$114.88 (Includes, miles and tolls).

Subject 4. Fire and Security Drills
 Meeting Mar 28, 2023 - MINUTES - Regular Meeting
 Category H. Administrative
 Access Public
 Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following fire and security drills for the month of March:

Security Drill - 3/10/2023
 Security Drill - 3/21/2023
 Fire Drill - 3/22/2023.

Subject 5. MOTION To Table H.1
 Meeting Mar 28, 2023 - MINUTES - Regular Meeting
 Category H. Administrative
 Access Public
 Type

Motion to TABLE Administrative Item: #1

Moved by: K. Wilson
Seconded by: J. Mendoza
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. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X			

Subject 6. ADMINISTRATIVE VOTES:

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category H. Administrative

Access Public

Type Action

Recommended Action BE IT RESOLVED, pursuant to the recommendation of the Chief School Administrator, that the Norwood Board of Education approves the following resolution(s):

Motion to approve Administrative Items: #2- 4

Moved by: J. Mendoza

Seconded by: S. Park

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. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X			

I. Personnel

Subject 1. Appointment: Paraprofessional - R.Unanue

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Renata Unanue, as a Paraprofessional, for the period March 29, 2023, through June 30, 2023, at a rate of \$20.25 per hour, not to exceed 29.5 hours per week with a pro-rated salary of \$8,482.37, pending background check.

Subject 2. Appointment: Paraprofessional - A.Inci

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Arzu Inci, as a Paraprofessional, for the period March 29, 2023, through June 30, 2023, at a rate of \$20.25 per hour, not to exceed 29.5 hours per week with a pro-rated salary of \$8,482.37, pending background check.

Subject 3. Appointment: Paraprofessional - E.Golabeck

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Ellen Golabeck, as a Paraprofessional, for the period April 24, 2023, through June 30, 2023, at a rate of \$20.25 per hour, not to exceed 29.5 hours per week with a pro-rated salary of \$7,168.20, pending background check.

Subject 4. Appointment: Substitute - N.Quiroga

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve Nahuel Quiroga as a substitute teacher, effective March 29,2023 through June 30,2023, at a rate of \$100.00 per day, pending background check.

Subject 5. PERSONNEL VOTE:

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category I. Personnel

Access Public

Type Action

Recommended Action **BE IT RESOLVED**, pursuant to the recommendation of the Chief School Administrator, that the Personnel Committee recommends the approval of the following resolution(s):

Motion to approve Personnel Items: #1-4

Moved by: S. Park
Seconded by: J. Mendoza
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. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X			

J. Curriculum

Subject 1. Field Trips
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category J. Curriculum
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following field trips:

	Staff in Charge	Location	Grade	Month	Cost to District	Chaperones
1	Grace Brigida	Summit House	6&7	March	\$0.00	Grace Brigida Uma Daswani Adam Michalowicz Peter Lee
2	Michelle Rienas	Haworth Public School	5&6	June	\$348.00	Michelle Rienas

Subject 2. Field Trip Chaperones
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category J. Curriculum
Access Public
Type Action

BE IT RESOLVED, upon recommendation of the Superintendent, approve the following list of chaperones for the grade level field trip.

File Attachments

[Field Trip Chaperones 22-23.pdf \(39 KB\)](#)

Subject 3. CURRICULUM VOTE:

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category J. Curriculum

Access Public

Type Action

Recommended Action BE IT RESOLVED, pursuant to the recommendation of the Chief School Administrator, that the Curriculum Committee recommends the approval of the following resolution(s):

Motion to approve Curriculum Items: #1-2**Moved by: S. Park****Seconded by: J. Eisberg****Vote: Roll Call**

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X		C.1,2	
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X		C.2.	

K. Finance

Subject 1. Monthly Disbursements

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

Monthly Disbursements (Enclosure):

BE IT RESOLVED, that upon the recommendation of the Interim Business Administrator and Superintendent of Schools, the Norwood Board of Education approves:

- 1) Post-approve February 2023 **Hand Checks**, in the amount of **\$149,031.75**.

2) Post-approve February 2023 **Payroll related Wire Transfers**, in the amount of **\$661,943.65** from the General Bank Account to the Payroll Bank Accounts.

3) Approve **March 2023 Monthly Disbursements**, in the amount of **\$394,219.24**.

File Attachments

[MARCH CHECK RUN.pdf \(276 KB\)](#)

Subject 2. Budget Transfers: 2022-2023
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category K. Finance
Access Public
Type Action

Monthly Budget Transfers (Enclosure):

BE IT RESOLVED, that upon the recommendation of the Interim Business Administrator and Superintendent of Schools, the Norwood Board of Education approves the attached budget appropriation transfer of funds for the 2023 school year, as of February 2023.

File Attachments

[Budget Transfers \[CSI\] - Expenditures \(02.28.2023\).pdf \(100 KB\)](#)

Executive File Attachments

[Budget Transfers {SBA} - Expenditures \(02.28.2023\).pdf \(192 KB\)](#)

Subject 3. Financial Reports: February 2023
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category K. Finance
Access Public
Type Action

Financial Reports (Enclosure):

BE IT RESOLVED, that upon the recommendation of the Interim Business Administrator and Superintendent of Schools, that the Norwood Board of Education accepts the Board Secretary and Treasurer Reports for the month of February 2023; and

BE IT FURTHER RESOLVED, that Pursuant to N.J.A.C. 6:20-2.13(e)*, we certify that as of February 28, 2023, 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.

File Attachments

[Board Secretary Report - \(Draft 02.28.2023\).pdf \(136 KB\)](#)

[Treasurer's Report - Executed \(02-2023\).pdf \(69 KB\)](#)

Subject 4. Use of Facility Requests

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action, Discussion

RESOLVED, that upon the recommendation of the interim business administrator and superintendent of schools, 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 interim school business administrator and board attorney:

	GROUP/ORGANIZATION	USE/PURPOSE/ROOM	DATES/TIMES	FEE
1	Norwood PTO	Guest speaker; "Ways of the Lenape"; APR	*April 6, 2023; 9-10:30am	None
2	Goddard Pre-School	Graduation Practice / Graduation; APR	June 21 & June 22; 12noon - 8:30pm	\$250 per day

*Date change only - Previously approved for April 10, 2023.

BE IT FURTHER RESOLVED, that the Board reserves the right to schedule school activities at any time.

Subject 5. FINANCE VOTE:

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category K. Finance

Access Public

Type Action

Recommended Action **BE IT RESOLVED**, pursuant to the recommendation of the Chief School Administrator, that the Finance Committee recommends the approval of the following resolution(s):

Motion to approve Finance Items: #1-4**Moved by: J. Mendoza****Seconded by: S. Park****Vote: Roll Call**

BOARD MEMBER	AYE	NAY	ABSTAINED	ABSENT
Mrs. Jennifer Eisberg, Trustee	X		Chk #014264	
Mrs. Juliana Lee, Trustee	X			
Mrs. Jennifer Mendoza, Trustee	X			
Mr. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X			

L. New Business

Subject 1. New Business

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category L. New Business

Access Public

Type Discussion

President Garcia noted that she along with Trustee Lee attended the March PTO Meeting.

M. Old Business

Subject 1. Old Business

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

Category M. Old Business

Access Public

Type Discussion

Trustee Sprague offered the following report:

- Attended the Bergen County SBA Meeting on March 25th regarding gun safety.
- BCSBA announced that will be increasing yearly dues
- Noted that the Vice President of the NJSBA is stepping down.
- Commented that the BCSBA meeting next Wednesday will be for the Unsung Hero Awards.

N. Open to Public - Off Agenda Items

Subject 1. Open to Public "Off Agenda" Items
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category N. Open to Public - Off Agenda Items
Access Public
Type Procedural

Moved by: J. Mendoza
Seconded by: J. Eisberg
Time: 7:38pm

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.

None

O. Close Public Participation - Off Agenda Items

Subject 1. Close Public Participation
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category O. Close Public Participation - Off Agenda Items
Access Public
Type Procedural

Moved by: J. Mendoza
Seconded by: S. Park
Time: 7:38pm

*** Trustee Eisberg left the meeting at 7:39pm.**

P. Adjournment to Executive Session - (If Needed)

Subject 1. Adjournment to Executive Session
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category P. Adjournment to Executive Session - (If Needed)
Access Public
Type Action (Consent)

Moved by: J. Mendoza
Seconded by: S. Park
Time: 7:40pm

Q. Adjournment from Executive Session - (If Needed)

Subject 1. Adjournment from Executive Session
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category Q. Adjournment from Executive Session - (If Needed)
Access Private
Type Action (Consent)

Moved by: S. Park
Seconded by: K. Wilson
Time: 8:01pm

Executive Content

An Executive Session Meeting of the Norwood Board of Education was called to order by President Garcia, on March 28, 2023, at 7:40pm.

The Board discussed the following:

- H.I.B. Incident #222303.

Motion to close was moved by S. Park, seconded by K. Willson at 8:01pm. Vote in favor was unanimous.

Respectfully submitted,

Mr. James Tevis
Interim Business Administrator/Board Secretary

*** Trustee Eisberg re-entered the meeting at 8:02pm.**

R. Return to the Public Session Meeting

Subject 1. Motion to Return to the Public Meeting; 8:02pm
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category R. Return to the Public Session Meeting
Access Public
Type Action

Motion to Return to the Public Meeting

Moved by: S. Park
Seconded by: K. Wilson
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. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President	X			

Subject 2. Harassment, Intimidation, and Bullying (HIB), #222303
Meeting Mar 28, 2023 - MINUTES - Regular Meeting
Category R. Return to the Public Session Meeting
Access Public
Type Action

BE IT RESOLVED, to affirm the Superintendent's following decision regarding Harassment, Intimidation and Bullying (HIB), incident #NPS222303, reported to the Board in Executive Session at the March 20, 2023, meeting:

HIB Incident #NPS222303 - Affirm as non-HIB.

Motion to approve HIB Incident #NPS222303

Moved by: S. Park
Seconded by: K. Wilson

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. Sam Park, Trustee	X			
Mr. Michael Sprague, Trustee	X			
Mrs. Kelly Wilson, Vice President	X			
Mrs. Heather Garcia, President			X	

S. Meeting Adjournment

Subject 1. Meeting Adjournment

Meeting Mar 28, 2023 - MINUTES - Regular Meeting

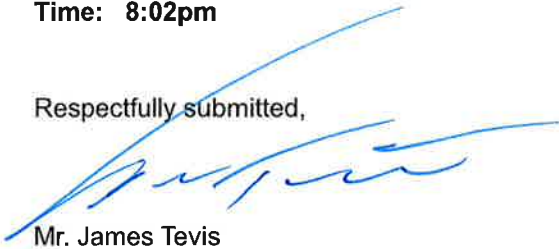
Category S. Meeting Adjournment

Access Public

Type Procedural

Moved by: J. Mendoza
 Seconded by: K. Wilson
 Time: 8:02pm

Respectfully submitted,



Mr. James Tevis
 Interim Business Administrator/Board Secretary