



STOCKTON UNIVERSITY
Office of The Open Public Records Custodian
101 Vera King Farris Drive
Galloway, New Jersey 08205
Phone: 609-652-4874
OPRArequest@stockton.edu
www.stockton.edu

January 11, 2023

Via Email at opra+request-38855-ec04b142@requests.opramachine.com
Patrick Duff

Re: OPRA Request No. 010923-1

Dear Patrick Duff:

Stockton University's Open Public Records Act (OPRA) Custodian received your OPRA Request on January 9, 2023, and the seven (7) business day deadline to respond to your request is January 19, 2023.

Your records request sought access to the following:

This is a request for public records made under OPRA and the common law right of access. I am not required to fill out an official form. Please acknowledge receipt of this message.

Records requested:

Please supply the employment contract from 2019-2023 for the following employees.

**Paul Schopp
Michelle McDonald
John O'hare [sic]**

This response is being timely provided and transmitted to you via email at **opra+request-38855-ec04b142@requests.opramachine.com**, as per your request. As applicable, the attached index identifies the records produced, redacted and/or denied, in whole or in part, as well as the legal basis for subject action, as required by N.J.S.A. 47:1A-6. A list of OPRA's exemptions also is included with this response letter.

If your request for access to a government record has been denied, you have a right to challenge the decision to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Council ("GRC") by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone (866-850-0511); by mail (P.O. Box 819, Trenton, NJ, 08625); by e-mail (grc@dca.state.nj.us); or, at its website (www.state.nj.us/grc). The GRC can also answer other questions about OPRA. All questions regarding complaints filed in Superior Court should be directed to the Court Clerk in your County.

Sincerely,

Ellen Bailey

Ellen Bailey, Esq.
On behalf of the OPRA Custodian
Tel. 609.652.4874
OPRArequest@stockton.edu
www.stockton.edu

OPRA EXEMPTIONS

(Exceptions are noted in italics)

N.J.S.A. 47:1A-1 (Legislative Findings)

- 1) Privacy Interest - “a public agency has a responsibility and an obligation to safeguard from public access a citizen's personal information with which it has been entrusted when disclosure thereof would violate the citizen's reasonable expectation of privacy.” See Burnett v. Cnty. of Bergen, 198 N.J. 408 (2009).

N.J.S.A. 47:1A-1.1

- 2) Inter-agency or intra-agency advisory, consultative or deliberative material (Note: refers generally to draft documents or documents used in a deliberative process).
- 3) Legislative records. Specifically:
 - a. information received by a member of the Legislature from a constituent or information held by a member of the Legislature concerning a constituent, including but not limited to information in written form or contained in any e-mail or computer data base, or in any telephone record whatsoever, *unless it is information the constituent is required by law to transmit*;
 - b. any memorandum, correspondence, notes, report or other communication prepared by, or for, the specific use of a member of the Legislature in the course of the member's official duties, *except that this provision shall not apply to an otherwise publicly-accessible report which is required by law to be submitted to the Legislature or its members.*
- 4) Medical examiner records – photographs, negatives, print, videotapes taken at the scene of death or in the course of postmortem examination or autopsy, *except*:
 - a. *when used in a criminal action or proceeding in this State which relates to the death of that person,*
 - b. *for the use as a court of this State permits, by order after good cause has been shown and after written notification of the request for the court order has been served at least five days before the order is made upon the county prosecutor for the county in which the post mortem examination or autopsy occurred,*
 - c. *for use in the field of forensic pathology or for use in medical or scientific education or research, or*
 - d. *or use by any law enforcement agency in this State or any other state or federal law enforcement agency.*
- 5) Criminal investigatory records - records which are not required by law to be made, maintained or kept on file that are held by a law enforcement agency which pertain to any criminal investigation or related civil enforcement proceeding. (Note: N.J.S.A. 47:1A-3.b. lists specific criminal investigatory information which must be disclosed).

The portion of any criminal record concerning a person's detection, apprehension, arrest, detention, trial or disposition for unlawful manufacturing, distributing, or dispensing, or possessing or having under control with intent to manufacture, distribute, or dispense, marijuana or hashish in violation of paragraph (11) of subsection b. of N.J.S.A. 2C:35-5, or a lesser amount of marijuana or hashish in violation of paragraph (12) of subsection b. of that section, or a violation of either of those paragraphs and a violation of subsection a. of section 1 of N.J.S.A. 2C:35-7 or subsection a. of section 1 of N.J.S.A. 2C:35-7.1 for distributing, dispensing, or possessing, or having under control with intent to distribute or dispense, on or within 1,000 feet of any school property, or on or within 500 feet of the real property comprising a public housing facility, public park, or public building, or for obtaining, possessing, using, being under the influence of, or failing to make lawful disposition of marijuana or hashish in violation of paragraph (3) or (4) of subsection a., or subsection b., or subsection c. of N.J.S.A. 2C:35-10, or for a violation of any of those provisions and a violation of N.J.S.A. 2C:36-2 for using or possessing with intent to use drug paraphernalia with that marijuana or hashish;

6) Victims' records

- a. an individually identifiable file or document held by a victims' rights agency which pertains directly to a victim of a crime except that a victim of a crime shall have access to the victim's own records. "Victims' rights agency" means a public agency, or part thereof, the primary responsibility of which is providing services, including but not limited to food, shelter, or clothing, medical, psychiatric, psychological or legal services or referrals, information and referral services, counseling and support services, or financial services to victims of crimes, including victims of sexual assault, domestic violence, violent crime, child endangerment, child abuse or child neglect, and the Victims of Crime Compensation Board.
- b. any written OPRA request by a crime victim for a record to which the victim is entitled to access, including, but not limited to, any law enforcement agency report, domestic violence offense report, and temporary or permanent restraining order;

7) Personal firearms records:

- a. *Except for use by any person authorized by law to have access to these records or for use by any government agency, including any court or law enforcement agency, for purposes of the administration of justice.*
- b. Personal identifying information received by the Division of Fish and Wildlife in the Department of Environmental Protection in connection with the issuance of any license authorizing hunting with a firearm. For the purposes of this paragraph, personal identifying information shall include, but not be limited to, identity, name, address, social security number, telephone number, fax number, driver's license number, email address, or social media address of any applicant or licensee.

- 8) Trade secrets and proprietary commercial or financial information obtained from any source. Includes data processing software obtained by a public agency under a licensing agreement which prohibits its disclosure.
- 9) Any record within the attorney-client privilege. *This paragraph does not allow for a denial of attorney invoices in their totality*; however, redactions may apply for information contained in the invoices that are protected under the privilege.
- 10) Administrative or technical information regarding computer hardware, software and networks which, if disclosed would jeopardize computer security.
- 11) Emergency or security information or procedures for any buildings or facility which, if disclosed, would jeopardize security of the building or facility or persons therein.
- 12) Security measures and surveillance techniques which, if disclosed, would create a risk to the safety or persons, property, electronic data or software.
- 13) Information which, if disclosed, would give an advantage to competitors or bidders.
- 14) Information generated by or on behalf of public employers or public employees in connection with:
 - a. Any sexual harassment complaint filed with a public employer;
 - b. Any grievance filed by or against an individual; or
 - c. Collective negotiations, including documents and statements of strategy or negotiating position.
- 15) Information which is a communication between a public agency and its insurance carrier, administrative service organization or risk management office.
- 16) Information which is to be kept confidential pursuant to court order.
- 17) Certificate of honorable discharge issued by the United States government (Form DD-214, NBG-22, or other form) filed with a public agency, *except that a veteran or the veteran's spouse or surviving spouse shall have access to the veteran's own records*.
- 18) Any copy of an oath of allegiance, oath of office, or any affirmation for incoming, current, and former officers and employees in State, County, or municipal government, and including members all members of the Legislative, Executive, and Judicial branches of government, *except that*:

Full name, title, and oath date are not confidential.
- 19) Personal identifying information. Specifically:
 - a. Social security numbers, *except that a social security number contained in a record required by law to be made, maintained or kept on file by a public*

agency shall be disclosed when access to the document or disclosure of that information is not otherwise prohibited by State or federal law, regulation or order or by State statute, resolution of either or both houses of the Legislature, Executive Order of the Governor, rule of court or regulation promulgated under the authority of any statute or executive order of the Governor.

- b. In accordance with section 2 of N.J.S.A. 47:1B-2, commonly known as “Daniel’s Law”, that portion of any document which discloses the home address, whether a primary or secondary residence, of any active, formerly active, or retired judicial officer, prosecutor, or law enforcement officer, or, as defined in section 1 of N.J.S.A. 47:1B-1, any immediate family member thereof
- c. Credit card numbers
- d. Unlisted telephone numbers
- e. Drivers’ license numbers.

Except for:

- a. *Use by any government agency, including any court or law enforcement agency, in carrying out its functions,*
- b. *or any private person or entity acting on behalf thereof,*
- c. *or any private person or entity seeking to enforce payment of court-ordered child support; except with respect to the disclosure of driver information by the Division of Motor Vehicles as permitted by section 2 of P.L.1997, c.188 (C.39:2-3.4);*

- 20) List of persons in need of special assistant during an emergency maintained at either the municipal or county level in accordance with section 1 of P.L.2017, c.266 (C.40:48-2.67) or section 6 of P.L.2011, c.178 (C.App.A:9-43.13).
- 21) Certain records of higher education institutions:
 - a. Pedagogical, scholarly and/or academic research records and/or the specific details of any research project, *except that a custodian may not deny inspection of a government record or part thereof that gives the name, title, expenditures, source and amounts of funding and date when the final project summary of any research will be available.*
 - b. Test questions, scoring keys and other examination data pertaining to the administration of an examination for employment or academic examination.
 - c. Records of pursuit of charitable contributions or records containing the identity of a donor of a gift if the donor requires non-disclosure of the donor's identity as a condition of making the gift provided that the donor has not received any benefits of or from the institution of higher education in connection with such gift other than a request for memorialization or dedication.
 - d. Valuable or rare collections of books and/or documents obtained by gift, grant, bequest or devise conditioned upon limited public access.
 - e. Information contained on individual admission applications.

- f. Information concerning student records or grievance or disciplinary proceedings against a student to the extent disclosure would reveal the identity of the student.

N.J.S.A. 47:1A-1.2

- 22) Biotechnology trade secrets.

N.J.S.A. 47:1A-2.2

- 23) Limitations to convicts - personal information pertaining to the person's victim or the victim's family, including but not limited to a victim's home address, home telephone number, work or school address, work telephone number, social security account number, medical history or any other identifying information. *Information may be released only if the information is necessary to assist in the defense of the requestor. A determination that the information is necessary to assist in the requestor's defense shall be made by the court upon motion by the requestor or his representative.*

N.J.S.A. 47:1A-3(a)

- 24) Ongoing investigations – any records pertaining to an investigation in progress by any public agency if disclosure of such record or records shall be detrimental to the public interest. *This provision shall not be construed to allow any public agency to prohibit access to a record of that agency that was open for public inspection, examination, or copying before the investigation commenced.*

N.J.S.A. 47:1A-5(k)

- 25) Public defender records that relate to the handling of any case, *unless authorized by law, court order, or the State Public Defender.*

N.J.S.A. 47:1A-9(a)-(b)

- 26) Upholds exemptions contained in other State or federal statutes and regulations, Executive Orders of the Governor, Rules of Court, Constitution of this State, or judicial case law.

N.J.S.A. 47:1A-10

- 27) Personnel and pension records, *except specific information identified as follows:*
 - a. *An individual's name, title, position, salary, payroll record, length of service, date of separation and the reason for such separation, and the amount and type of any pension received,*
 - b. *When required to be disclosed by another law, when disclosure is essential to the performance of official duties of a person duly authorized by this State or the United States, or when authorized by an individual in interest.*

- c. *Data contained in information which disclose conformity with specific experiential, educational or medical qualifications required for government employment or for receipt of a public pension, but not including any detailed medical or psychological information.*

In accordance with OPRA's "catch-all" exemption at N.J.S.A. 47:1A-9, the following executive orders also apply as exemptions under OPRA:

Executive Order No. 21 (McGreevey 2002)

- 1) Records where inspection, examination or copying would substantially interfere with the State's ability to protect and defend the State and its citizens against acts of sabotage or terrorism, or which, if disclosed, would materially increase the risk or consequences of potential acts of sabotage or terrorism.
- 2) Records exempted from disclosure by State agencies' promulgated rules are exempt from disclosure by this Order.
- 3) Executive Orders No. 9 (Hughes), 11 (Byrne), 79 (Byrne) and 69 (Whitman) are hereby continued to the extent that they are not inconsistent with this Executive Order.

Executive Order No. 9 (Hughes) exemptions that are still active:

- a. Questions on examinations required to be conducted by any State or local governmental agency;
- b. Personnel and pension records (same as N.J.S.A. 47:1A-10);
- c. Records concerning morbidity, mortality and reportable diseases of named persons required to be made, maintained or kept by any State or local governmental agency;
- d. Records which are required to be made, maintained or kept by any State or local governmental agency which would disclose information concerning illegitimacy;
- e. Fingerprint cards, plates and photographs and other similar criminal investigation records which are required to be made, maintained or kept by any State or local governmental agency;
- f. Criminal records required to be made, maintained and kept pursuant to the provisions of R. S. 53:1-20.1 and R. S. 53:1- 20.2;
- g. Personal property tax returns required to be filed under the provisions of Chapter 4 of Title 54 of the Revised Statutes; and
- h. Records relating to petitions for executive clemency.

Executive Order No. 11 (Byrne) exemptions are the same as N.J.S.A. 47:1A-10.

Executive Order No. 79 (Byrne) exemptions are the similar to # 8, 9, 10 above under N.J.S.A. 47:1A-1.1.

Executive Order No. 69 (Whitman) exemptions that are still active: Fingerprint cards, plates and photographs and similar criminal investigation records that are required to be made, maintained or kept by any State or local governmental agency.

Executive Order No. 26 (McGreevey 2002)

- 1) Certain records maintained by the Office of the Governor:
 - a. Any record made, maintained, kept on file or received by the Office of the Governor in the course of its official business which is subject to an executive privilege or grant of confidentiality established or recognized by the Constitution of this State, statute, court rules or judicial case law.
 - b. All portions of records, including electronic communications, that contain advisory, consultative or deliberative information or other records protected by a recognized privilege.
 - c. All portions of records containing information provided by an identifiable natural person outside the Office of the Governor which contains information that the sender is not required by law to transmit and which would constitute a clearly unwarranted invasion of personal privacy if disclosed.
 - d. If any of the foregoing records shall contain information not exempted by the provision of the Open Public Records Act or the preceding subparagraphs (a), (b) or (c) hereof then, in such event, that portion of the record so exempt shall be deleted or excised and access to the remainder of the record shall be promptly permitted.
- 2) Resumes, applications for employment or other information concerning job applicants while a recruitment search is ongoing. *The resumes of successful candidates shall be disclosed once the successful candidate is hired. The resumes of unsuccessful candidates may be disclosed after the search has been concluded and the position has been filled, but only where the unsuccessful candidate has consented to such disclosure.*
- 3) Records of complaints and investigations undertaken pursuant to the Model Procedures for Internal Complaints Alleging Discrimination, Harassment or Hostile Environments.
- 4) Information relating to medical, psychiatric or psychological history, diagnosis, treatment or evaluation.
- 5) Information in a personal income or other tax return
- 6) Information describing a natural person's finances, income, assets, liabilities, net worth, bank balances, financial history or activities, or creditworthiness, except as otherwise required by law to be disclosed.
- 7) Test questions, scoring keys and other examination data pertaining to the administration of an examination for public employment or licensing.

- 8) Records in the possession of another department (including NJ Office of Information Technology or State Archives) when those records are made confidential by a regulation of that department or agency adopted pursuant to N.J.S.A. 47:1A-1 et seq. and Executive Order No. 9 (Hughes 1963), or pursuant to another law authorizing the department or agency to make records confidential or exempt from disclosure.
- 9) Records of a department or agency held by the Office of Information Technology (OIT) or the State Records Storage Center of the Division of Archives and Records Management (DARM) in the Department of State, or an offsite storage facility outside of the regular business office of the agency. Such records shall remain the legal property of the department or agency and be accessible for inspection or copying only through a request to the proper custodian of the department or agency. In the event that records of a department or agency have been or shall be transferred to and accessioned by the State Archives in the Division of Archives and Records Management, all such records shall become the legal property of the State Archives, and requests for access to them shall be submitted directly to the State Archives.

INDEX - OPRA Request No. 010923-1 DUFF

Records Requested – Your records request sought access to the following:	Responses and/or documents responsive to Request under OPRA and/or Common Law:	Bates Stamped #s of redacted pages	Justification for Redactions/Exemptions (Refer to LEGEND and EXEMPTIONS attachments) (see Responses column for common law justifications)
This is a request for public records made under OPRA and the common law right of access. I am not required to fill out an official form. Please acknowledge receipt of this message. Records requested: Please supply the employment contract from 2019-2023 for the following employees. Paul Schopp Michelle McDonald John O'hare[sic]	Response to request for “Please supply the employment contract from 2019-2023 for the following employees. . . . Paul Schopp”: • Please see the attached documents Bates-stamped OPRA Request 010923-1 Duff pages 001-004.	001-004	<u>Signatures</u> N.J.S.A. 47:1A-1.1(13) – Exempt as disclosure may facilitate fraudulent use to compromise agency security and employee safety, and/or increase the risk or consequences of potential fraudulent acts.
	Response to request for “Please supply the employment contract from 2019-2023 for the following employees. . . . Michelle McDonald”: • Please see the attached documents Bates-stamped OPRA Request 010923-1 Duff page(s) 005-007.	005, 007	<u>Signatures</u> N.J.S.A. 47:1A-1.1(13) – Exempt as disclosure may facilitate fraudulent use to compromise agency security and employee safety, and/or increase the risk or consequences of potential fraudulent acts.
		005	<u>Privacy</u> N.J.S.A. 47:1A-1-Privacy Interest
	Response to request for “Please supply the employment contract from 2019-2023 for the following employees. . . . John O’Hare[sic]”: • The University does not have an employee named “John O’Hare”. We have interpreted your request to identify employee John O’Hara. Please see the attached documents Bates-stamped OPRA Request 010923-1 Duff pages 008-009.	008-009	<u>Signatures</u> N.J.S.A. 47:1A-1.1(13) – Exempt as disclosure may facilitate fraudulent use to compromise agency security and employee safety, and/or increase the risk or consequences of potential fraudulent acts.

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205

stockton.edu

February 21, 2019

Paul Schopp
Assistant Director, South Jersey Culture and History Center

Dear Paul,

I wish to inform you that the Board of Trustees approved your reappointment at their meeting on February 20, 2019. The terms of this agreement are as follows:

Position: Assistant Director, South Jersey Culture and History Center

Compensation: \$72,610, pro-rated for 12 months, plus state-mandated employee benefits with increases in accordance with your bargaining unit agreement. All appointments are contingent on the appropriation of funds by the Legislature. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.

Term of Employment: 7/1/19 - 6/30/20

Term of Salary: 7/6/19 – 6/30/20

Responsibilities: As the Assistant Director, South Jersey Culture and History Center, you should fulfill all the responsibilities and expectations of Stockton staff as outlined in the College Policies and Procedures on Staff Evaluation. As a professional at Stockton, you should be a good steward of University resources and observe the University's standards of ethical conduct in the execution of your duties. Specifically, you should support the mission of the University by the diligent completion of the duties as described in your position description and through the completion of your goals.

Please acknowledge receipt of this letter of reappointment within the Online E-evaluation system. I look forward to our continued work together.

Sincerely,

A black rectangular box redacting the signature of Harvey Kesselman.

Harvey Kesselman
President

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205

stockton.edu

December 5, 2019

Mr. Paul Schopp
Assistant Director, South Jersey Culture and History Center

Dear Mr. Schopp,

I wish to inform you that the Board of Trustees has approved your Reappointment. The terms of this agreement are as follows:

<u>Position:</u>	Assistant Director, South Jersey Culture and History Center School of Arts and Humanities
<u>Compensation:</u>	\$75,403, pro-rated for 12 months, plus state-mandated employee benefits with increases in accordance with your bargaining unit agreement. All appointments are contingent on the appropriation of funds by the Legislature. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.
<u>Term of Employment:</u>	7/1/2020 - 6/30/2021
<u>Term of Salary:</u>	7/4/2020 - 6/30/2021
<u>Responsibilities:</u>	As the Assistant Director, South Jersey Culture and History Center, you should fulfill all the responsibilities and expectations of Stockton staff as outlined in the College Policies and Procedures on Staff Evaluation. As a professional at Stockton, you should be a good steward of University resources and observe the University's standards of ethical conduct in the execution of your duties. Specifically, you should support the mission of the University by the diligent completion of the duties as described in your position description and through the completion of your goals.

Please indicate your acceptance of this offer by acknowledging receipt of this contract within the E-evaluation system. Your contributions to Stockton are deeply appreciated, and I look forward to our continued work together.

Sincerely,



Harvey Kesselman
President

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205

stockton.edu

December 10, 2020

Mr. Paul Schopp
Assistant Director, South Jersey Culture and History Center

Dear Mr. Schopp,

I wish to inform you that the Board of Trustees has approved your Reappointment at their meeting on December 9, 2020. The terms of this agreement are as follows:

<u>Position:</u>	Assistant Director, South Jersey Culture and History Center Division of Academic Affairs
<u>Compensation:</u>	\$81,356, pro-rated for 12 months, plus state-mandated employee benefits with increases in accordance with your bargaining unit agreement. All appointments are subject to and contingent on the appropriation of funds by the State of New Jersey and receipt by the University. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.
<u>Term of Employment:</u>	7/1/21 - 6/30/22
<u>Term of Salary:</u>	7/3/21 - 6/30/22
<u>Responsibilities:</u>	As the Assistant Director, South Jersey Culture and History Center, you should fulfill all the responsibilities and expectations of Stockton staff as outlined in the College Policies and Procedures on Staff Evaluation. As a professional at Stockton, you should be a good steward of University resources and observe the University's standards of ethical conduct in the execution of your duties. Specifically, you should support the mission of the University by the diligent completion of the duties as described in your position description and through the completion of your goals.

Please indicate your acceptance of this offer by acknowledging receipt of this contract within the E-evaluation system. Your contributions to Stockton are deeply appreciated, and I look forward to our continued work together.

Sincerely,


Harvey Kesselman
President

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205

stockton.edu

December 9, 2021

Mr. Paul Schopp
Assistant Director, South Jersey Culture and History Center

Dear Mr. Schopp,

I wish to inform you that the Board of Trustees has approved your Initial Multi-Year Reappointment at their meeting on December 8, 2021. The terms of this agreement are as follows:

Position: Assistant Director, South Jersey Culture and History Center
School of Arts and Humanities

Compensation: \$84,642. pro-rated for 12 months, plus state-mandated employee benefits with increases in accordance with your bargaining unit agreement. All appointments are subject to and contingent on the appropriation of funds by the State of New Jersey and receipt by the University. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.

Term of Employment: 7/1/2022-6/30/2025

Term of Salary: 7/2/2022-6/30/2025

Responsibilities: As the Assistant Director, South Jersey Culture and History Center, you should fulfill all the responsibilities and expectations of Stockton staff as outlined in the College Policies and Procedures on Staff Evaluation. As a professional at Stockton, you should be a good steward of University resources and observe the University's standards of ethical conduct in the execution of your duties. Specifically, you should support the mission of the University by the diligent completion of the duties as described in your position description and through the completion of your goals.

Please indicate your acceptance of this offer by acknowledging receipt of this contract within the E-evaluation system. Your contributions to Stockton are deeply appreciated, and I look forward to our continued work together.

Sincerely,


Harvey Kesselman
President

Job Offer

Job Offer (STEP 1 OF 1)



September 2, 2020

Michelle McDonald

Dear Michelle:

I am pleased to offer you the position of **Provost and Vice President for Academic Affairs in VP Academic Affairs (210005)** at a compensation rate of **\$235,000**, starting on **9/26/20**. Please note that this offer is subject to and contingent upon completion of the University's mandatory background check and appropriation of funds by the State of New Jersey and receipt by the University.

Please review the attached offer letter and indicate if you accept below.

Sincerely,

Stockton University Human Resources

Please indicate if you accept this offer:

Yes

Offer Comments:

Thank you for the opportunity,.

09/02/2020

(Signature)

(Date)

Date: 09/02/2020 03:30 PM

User Name [REDACTED]



September 2, 2020

Dear Michelle McDonald,

This is to confirm my offer to you for the position of Provost and Vice President for Academic Affairs at Stockton University. Please note that this offer is subject to and contingent upon approval by the Board of Trustees, and appropriation of funds by the State of New Jersey and receipt by the University. The Board will confirm your appointment on September 23, 2020. Here are the terms of your compensation package:

Terms of Compensation Agreement:

- A. Start Date: 9/26/20
- B. Salary: \$235,000
- C. Fringe Benefits: Full benefits package including: Health Insurance, Alternative Benefits Retirement and Life Insurance Programs, and Disability are all offered under the State Health Benefits Program
- D. Vacation/Legal Holidays: Managerial staff accrue 22 days of vacation in each fiscal year; during the first year, you will accrue at 12.83 hours per month
- E. Sick Days: Managers are also entitled to 15 days of sick leave in each fiscal year; during the first year, you will accrue 8.75 hours per month

Please sign and return this letter of agreement to my office by September 4, 2020. Should you have any questions, please feel free to contact me.

Sincerely,

Sharon Hunt

Manager for Talent Acquisition

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205

stockton.edu

October 20, 2021

Dr. Michelle McDonald
Vice Provost for Atlantic City and Partnership Development

Dear Dr. McDonald,

I wish to inform you that I have pre-authorized your reassignment to Associate Professor of Atlantic History effective September 1, 2022. The Board of Trustees will confirm this appointment at their meeting to be held on December 8, 2021. The terms of this agreement are as follows:

Position: Associate Professor of Atlantic History
School of Arts and Humanities

Compensation: Beginning September 1, 2022, your annual compensation will be \$125,601.61, for 10 months, plus state mandated employee benefits, to be increased in accordance with the appropriately established compensation plan. All appointments are subject to and contingent on the appropriation of funds by the State of New Jersey and receipt by the University. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.

Responsibilities: Under the direction of the Dean, you will fulfill all the responsibilities and expectations of Stockton faculty as outlined in the University Policies and Procedures on Faculty Evaluations. Specifically, you will serve in the following ways:

1. Offer courses in your Program and the General Studies curriculum;
2. Serve as a preceptor to students;
3. Participate in scholarship and/or creative activities as appropriate to the discipline;
4. Provide service to the University, community, and/or profession;
5. Perform other duties as designated by the Dean and/or the Provost and Vice President for Academic Affairs.

Please indicate your acceptance of this offer of appointment by signing and returning this letter to my office. Your contributions to Stockton are deeply appreciated, and I look forward to our continued work together.

Sincerely,

Harvey Kesselman

I understand and accept this offer of appointment as stated.

Dr. Michelle McDonald

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205
stockton.edu

May 4, 2017

Dr. John O'Hara
Associate Professor of Critical Thinking and First-Year Studies

Dear Dr. O'Hara,

I wish to inform you that the Board of Trustees has approved your reappointment with tenure to the faculty of Stockton University effective September 1, 2018. The terms of this agreement are as follows:

- Position: Associate Professor of Critical Thinking and First-Year Studies
School of General Studies
- Compensation: \$76,102, for 10 months, plus state mandated employee benefits, to be increased in accordance with the appropriately established compensation plan. All appointments are contingent on the appropriation of funds by the Legislature. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.
- Responsibilities: Under the direction of the Dean, you will fulfill all of the responsibilities and expectations of Stockton faculty as outlined in the University Policies and Procedures on Faculty Evaluations. Specifically, you will serve in the following ways:
1. Offer courses in your Program and the General Studies curriculum;
 2. Serve as a preceptor to students;
 3. Participate in scholarship and/or creative activities as appropriate to the discipline;
 4. Provide service to the University, community, and/or profession;
 5. Perform other duties as designated by the Dean and/or the Provost and Vice President for Academic Affairs.

Please indicate your acceptance of this offer of appointment by acknowledging receipt of this contract within the E-evaluation system. Your contributions to Stockton are deeply appreciated, and I look forward to our continued work together.

Sincerely,



Harvey Kesselman
President

Office of the President

Harvey Kesselman, Ed.D.
President

P: 609.652.4521 • F: 609.652.4945



101 Vera King Farris Drive
Galloway NJ 08205

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December 8, 2022

Dr. John O'Hara
Associate Professor of Critical Thinking and First-Year Studies

Dear Dr. O'Hara,

I wish to inform you that the Board of Trustees has approved your promotion to Professor of Critical Thinking and First-Year Studies. This promotion is effective 9/1/2023. The terms of this agreement are as follows:

Position: Professor of Critical Thinking and First-Year Studies
School of General Studies

Compensation: \$123,116. for 10 months, plus state mandated employee benefits, to be increased in accordance with the appropriately established compensation plan. All appointments are subject to and contingent on the appropriation of funds by the State of New Jersey and receipt by the University. Your position is covered by the Agreement between the State of New Jersey and the Council of New Jersey State College Locals, AFT, AFL-CIO.

Responsibilities: Under the direction of the Dean, you will fulfill all the responsibilities and expectations of Stockton faculty as outlined in the University Policies and Procedures on Faculty Evaluations. Specifically, you will serve in the following ways:

1. Offer courses in your Program and the General Studies curriculum;
2. Serve as a preceptor to students;
3. Participate in professional activities, scholarship and/or creative activities as appropriate to the discipline;
4. Provide service to the University, community, and/or profession;
5. Perform other duties as designated by the Dean and/or the Provost and Vice President for Academic Affairs.

Please indicate your acceptance of this offer of promotion by acknowledging receipt of this contract within the E-evaluation system. Your contributions to Stockton are deeply appreciated, and I look forward to our continued work together.

Sincerely,

Harvey Kesselman
President