



Olga Hugelmeyer
Superintendent of Schools

Harold E. Kennedy, Jr.
School Business Administrator/Board
Secretary

August 31, 2022

Ms. Maria E. Lorenz
103 Murray Street
Elizabeth, New Jersey 07202
opra+request-34239-657b8925@requests.opramachine.com

Dear Ms. Lorenz:

I am in receipt of your request for records pursuant to the State's Open Public Records Act ("OPRA"). You were notified on August 15, 2022 that an extension of time beyond seven (7) days needed to review documents for redaction for attorney client privilege and personal identifiers that are confidential and not subject to disclosure.

1. Retrievable records for your request "Invoices for Decotiis, Fitzpatrick & Cole, LLP from June - July 2022" are attached.

Sincerely,

Harold E. Kennedy, Jr.
School Business Administrator/Board Secretary

Office of the School Business Administrator/Board Secretary

Invoice Date: 07/07/22

Fed ID #31-1425096

Due Date: 08/06/2022

File No. 16-005

Invoice No. 253900

Period Ending: 6/30/22

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

File Elizabeth Board of Education - General
Description:

PROFESSIONAL FEES

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/01/22	Annamaria Squicciarri	Review and revise resolution accepting purchase offer for three out of service school buses	0.50	87.50
06/01/22	George Frino		3.10	542.50
06/01/22	Jonathan L. Williams	Telephone conference Malone, telephone conference Jacobs; telephone conference O. Hugelmeyer (x4); telephone conference Cuesta; telephone conference M. Oppici, G. Frino, conference G. Frino, Oppici, review Cuesta and personnel emails; conference call re: EEA demands; telephone conference H. Kennedy; telephone conference Dieter Lerch (x2); telephone conference Board members, review Politano press release.	6.50	1,137.50
06/01/22	R. Scott King	Receipt of UPS confirmation of delivery; preparation of email to M. Rodrigues; review recommendation memo and draft contact	0.60	105.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/02/22	Jonathan L. Williams	Telephone conference J. Malone; telephone conference O. Hugelmeyer; telephone conference J. Jacobs (x3); conference with O. Hugelmeyer, H. Kennedy, Dieter Lerch, G. Frino; attend meeting with NJEA/EEA; review scattergrams, review EEA demands, telephone conference M. Oppici; conference Scot King re: contract review, review resolution and contract materials with Anna S.	7.50	1,312.50
06/02/22	R. Scott King	Telephone conversation with J. Williams re: lease review and resolutions; initial review of lease; review of numerous recommendation memoranda and draft contracts	4.00	700.00
06/02/22	George Frino	Preparation for negotiation session by reviewing additional storical information and competing proposals. Participation in client conference and negotiation session.	6.20	1,085.00
06/03/22	Jonathan L. Williams	Review labor contract files, conference Mike Oppici, telephone conference Frank Cuesta; conference George Frino, review contracts and resolution for Board meeting.	5.00	875.00
06/06/22	Jonathan L. Williams	Conference M. Oppici, conference O. Hugelmeyer, H. Kennedy; telephone conference re: mediation, telephone conference Dieter Lerch (x3); review Lerch proposal, analysis; attend EEA negation; zoom committee meeting; review contracts and resolutions for Board meeting.	8.50	1,487.50
06/06/22	George Frino	Analysis of email from co-counsel with regard to outstanding issues with regard to pending grievances.	0.80	140.00
06/06/22	R. Scott King	Review recommendation memorandum and draft contract	0.40	70.00
06/07/22	George Frino	Conference with J. Williams concerning negotiations status. Conference with M. Oppici concerning status of grievance matters. Analysis of work product of Financial Consultant with respect to status of negotiations. Analysis of Administrators contract and memorandums modifying contract. Preparation of email to superintendent concerning inquiry.	4.20	735.00
06/07/22	R. Scott King	Conference with J. Williams re: laptop bid; telephone conversation with M. Rodrigues re: bid adjournment and amendment; review e-rate consulting contract from A. Marsal	1.00	175.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/07/22	Jonathan L. Williams	Telephone conference John Malone; telephone conference Frank Cuesta; conference Mike Oppici; conference George Frino; telephone conference Dieter Lerch; review funding formula; EEA emails; review contracts for Board Agenda, review lease with Scott King.	5.00	875.00
06/08/22	George Frino	Preparation for teleconference with human resource director with regard to pending issues affecting employee discipline. Participation in teleconference with human resource director concerning employee Discipline matters. Analysis of Administrators historical material with preparation of report to client concerning issues of concern.	3.90	682.50
06/08/22	R. Scott King	Review and revise draft lease agreement; preparation of email to H. Kennedy	4.50	787.50
06/08/22	Jonathan L. Williams	Telephone conference H. Kennedy; telephone conference J. Jacobs; conference Scott King, review Lease, review contracts for agenda, telephone conference Dieter Lerch, conference with clients re: labor negotiation.	6.50	1,137.50
06/08/22	R. Scott King	Review recommendation memoranda and draft contracts; review email from A. Marsal re: NJSBA consulting agreement	0.60	105.00
06/09/22	George Frino	Preparation for negotiation session. Participation in negotiation session. Analysis of statistical settlement data forwarded by business administrator.	4.30	752.50
06/09/22	R. Scott King	Emails from and to H. Kennedy; review email from insurance broker; telephone conversation with H. Kennedy re: lease terms; preparation of email to H. Kennedy	0.60	105.00
06/09/22	Jonathan L. Williams	Telephone conference Dieter Lerch, telephone conference call G. Frino, conference Mike Oppici re: grievances, attend EEA negotiations.	5.00	875.00
06/09/22	Jonathan L. Williams	Prepare and attend zoom call for properties committee; telephone conference J. Malone; telephone conference J. Malone Board Members.	2.50	437.50
06/10/22	R. Scott King	Telephone conversation with M. Rodrigues re: substitute nursing bid; telephone call to M. Rodrigues re: returned UPS package meant for United Sales USA Corp.; office conference with J. Williams re: nursing bid; email from and to H. Kennedy re: St. Anthony lease amendment; emails from and to H. Kennedy re: PW Moss PSA; office conference with A. Squicciarri re: reviews	1.90	332.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/10/22	George Frino	Analysis of bargaining history along with statistical information forwarded by business administrator preparation and revision of memorandum of negotiation session with transmission to co-counsel.	3.90	682.50
06/10/22	Daphnie L. Gonzalez	Revisions to Memorandum Successor Contract Negotiations.	0.40	64.00
06/10/22	Jonathan L. Williams	Conference Scott King re: nurse bid; review contracts and resolutions for Board Agenda schedule with Matt Glackin; draft opening statement; telephone conference H. Kennedy re: leases and property and opening statement; conference with Annamarie S.; telephone conference H. Kennedy, telephone conference Olga H., telephone conference George Frino.	5.50	962.50
06/13/22	George Frino	Conference with J. Williams and M. Opicci concerning status of negotiations. Continuing analysis of statistical data forwarded by business administrator relating to settlement data. Final revision a confidential memorandum and transmission to client.	2.20	385.00
06/13/22	Jonathan L. Williams	Conference Scott King re: nursing contract and contracts for Board agenda, review lease documents for property discussion, conference George Frino re: negotiations, memo to client.	4.50	787.50
06/13/22	R. Scott King	Review bid packages; preparation of resolutions and contracts	3.40	595.00
06/14/22	Jonathan L. Williams	Conference with clients, attend EEA negotiations, telephone conference Board members, telephone conference Frank Cuesta, conference Mike Oppici; attend committee meeting; telephone conference H. Kennedy, conference Scott King re: nurses contract.	7.50	1,312.50
06/14/22	R. Scott King	Telephone conversation with M. Rodrigues re: substitute nursing bid; review recommendation memoranda and draft contracts; review email from vendor re: CALGI contract	0.80	140.00
06/14/22	George Frino	Telephone conference with M. Opicci concerning status of the negotiations session issues.	0.40	70.00
06/15/22	George Frino	Conference with J. Williams concerning status of negotiations. Analysis of email from human resources and conference with M. Opicci concerning potential response.	0.80	140.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/15/22	R. Scott King	Telephone conversation with M. Rodrigues re: bid issue; preparation of email to M. Rodrigues re fatal bid flaw; review Tyler Technologies SaaS agreement; preparation of review letter; review CommVault documents; preparation of resolution; emails to and from M. Rodrigues re: Systems Electronic contract renewal; review recommendation memo and draft contract from Y. Paz; review email and attachments re: LoJack contract renewal; review email from H. Kennedy re: Diocese lease	3.20	560.00
06/15/22	Jonathan L. Williams	Attend committee meeting for negotiations, attend committee meeting for insurance renewal, conference with clerk, prepare for Board agenda, telephone conference Board members, telephone conference Frank Cuesta, telephone conference John Malone.	7.50	1,312.50
06/16/22	R. Scott King	Review proposed Columbia University Affiliation Agreement; preparation of review letter; review Scribbles to Script recommendation memo and contract; preparation of review letter; review bid documents for EBS Healthcare re: Speech Pathology Services; initial preparation of resolution; preparation of email to M. Rodrigues re: correct contractor name and evaluation report; review Head Start contracts; preparation of email to T. Crosby.	3.50	612.50
06/16/22	Jonathan L. Williams	Telephone conference clients (x3); telephone conference J. Malone (x3) pre-meeting conference; attend Board meeting; review insurance files; review personnel with M. Oppici; review contracts with Scott King.	15.00	2,625.00
06/17/22	R. Scott King	Review executed business entity disclosure from Tyler Tech; office conference with A. Squicciarri re: contract reviews.	0.30	52.50
06/17/22	Jonathan L. Williams	Telephone conference John Malone; telephone conference Jerry Jacobs; review emails, conference George Frino, Mike Oppici; conference Scott King; review lease and info on new school, telephone conference Olga Hugelmeyer, Harold Kennedy; review postings from EBE, outline response.	6.50	1,137.50
06/20/22	Jonathan L. Williams	Contract review; legal research procurement and bidding issues, conference re; bidding issues.	2.50	437.50
06/20/22	R. Scott King	Review final, approved resolutions, preparation of contract packages; emails from and to Dr. McMullen; review MOU with Union County College; review email from H. Kennedy re: lease	2.80	490.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/21/22	R. Scott King	Telephone conversation with E. Huelgas; preparation of email to E. Huelgas re: lease; receipt and review recommendation memoranda and proposed contracts	3.00	525.00
06/21/22	Jonathan L. Williams	Conference with Board Members; telephone conference Olga Hugelmeyer, Harold Kennedy; prep for negotiations with George Frino, conference Mike Oppici, telephone conference Jerry Jacobs, telephone conference John Malone.(x3)	6.50	1,137.50
06/22/22	Jonathan L. Williams	Review Oppici mediation memo, legal research; review Scott King contract memos, telephone conference Harold Kennedy, review Hugelmeyer emails on personnel issues, email regarding Kelley.	6.50	1,137.50
06/22/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum regarding the Student Affiliation Agreement with Teachers College, Columbia University	0.90	157.50
06/22/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: Student Affiliation Program with Teachers College, Columbia University	0.70	122.50
06/22/22	George Frino	Conference with M. Opicci & J. Williams concerning status of negotiations and outline of issues to be discussed.	0.80	140.00
06/22/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum re: Professional Development, Coaching & Mentoring with JTC Consulting for 2022-2023 Academic Year	0.80	140.00
06/22/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum regarding the contract with JTC Consulting	0.80	140.00
06/23/22	R. Scott King	Review recommendation memoranda and draft contracts; review email from Tyler Technologies re: executed agreement	1.60	280.00
06/23/22	Annamaria Squicciarri	Receipt, review and analysis Recommendation Memorandum regarding the theatrical licenses for the 2022-2023 academic year	0.40	70.00
06/23/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: United youth of NJ theatrical licenses for the 22-23 academic year	0.50	87.50
06/23/22	Annamaria Squicciarri	Receipt, review and analysis Recommendation Memorandum re: Starlight Homecare Agency to provide personal nursing services for the 22-23 academic year	0.50	87.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/23/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: Starlight Homecare Agency to provide personal nursing services for the 22-23 academic year	0.60	105.00
06/23/22	Jonathan L. Williams	Telephone conference client and John Malone, review emails EEA postings; telephone conference clients (x3); review contracts.	6.00	1,050.00
06/24/22	Jonathan L. Williams	Conference with negotiations team; negotiations with EBE; review contracts; negotiations committee meeting; conference with Dieter Lerch; conference George Frino, conference Mike Oppici.	8.50	1,487.50
06/24/22	George Frino	Analysis of issued complaint concerning unfair Labor practice with comments.	0.60	105.00
06/27/22	George Frino	Analysis of client material relating to status of negotiations. Conference with M. Oppici concerning status of matter.	0.90	157.50
06/27/22	R. Scott King	Review email from M. Rodrigues with executed Tyler Technologies contract; review email from M. Rijo re: contract payment; review email and signed agreement from M. Clark; review emails re: name change of vendor (Educational Based Services) and Trinitas OT and PT services; review Trinitas agreements; review bid documents re: Fall Sports	1.50	262.50
06/28/22	George Frino	Analysis of two emails from client with regard to Association Communications with reply. Analysis of new grievance material with regard to increment withholding. Conference with adversary concerning status of two arbitrations in process.	2.90	507.50
06/28/22	Jonathan L. Williams	Conference Jerry Jacobs (x3); conference John Malone (x3); telephone conference Harold Kennedy; conference Mike Oppici; review Malone letter; telephone conference Olga Hugelmeyer; review contracts and resolutions.	8.00	1,400.00
06/28/22	R. Scott King	Review two Royal printing bid packages	0.50	87.50
06/29/22	George Frino	Preparation and attendance in negotiation session and conference with client and professionals post-negotiation session. Analysis of report of new grievance material request concerning withholding of increment. Analysis of client material relating to progress of negotiations. Conference with M. Oppici concerning results of negotiation and path forward. Analysis of email statement from client with comment.. preparation of email to consultant.	5.80	1,015.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/29/22	Jonathan L. Williams	Conference Dieter Lerch, J. Malone, George Frino; attend EBE negotiation; zoom conference; post-negotiation; review emails, review notice of mediation requirements, email clients, review superintendent message to community, telephone conference Olga Hugelmeyer	7.50	1,312.50
06/30/22	George Frino	Analysis of draft notice with comments. Analysis of client material relating to status of negotiations with comment. Conference with M. Opicci concerning modifications to notice. Preparation of email to client concerning information required for notice.	1.50	262.50
06/30/22	R. Scott King	Review email from Tracy Crosby re: Head Start; review multiple recommendation memoranda and proposed contracts; preparation of email to J. Williams re: Stepping Stones recommendation	2.00	350.00
06/30/22	Jonathan L. Williams	Review Olga statement; telephone conference Jerry Jacobs; telephone conference John Malone; telephone conference other Board members; conference Mike Oppici; conference Scott King re: procurement; review documents on contracts; review 2013 labor agreement; telephone conference Dieter Lerch.	6.00	1,050.00
Total			229.10	\$ 40,086.50

FEE SUMMARY

<u>Timekeeper</u>	<u>Title</u>	<u>Hours</u>	<u>Hrs At</u>	<u>Rate</u>	<u>/Hrs</u>	<u>Total</u>
George Frino	Partner	42.30		175.00		7,402.50
Jonathan L. Williams	Partner	144.50		175.00		25,287.50
R. Scott King	Partner	36.20		175.00		6,335.00
Annamaria Squicciarri	Associate	5.70		175.00		997.50
Daphnie L. Gonzalez	Para/Legal Asst	0.40		160.00		64.00
Total Professional Fees					\$	40,086.50

DISBURSEMENTS

<u>Date</u>	<u>Description</u>	<u>Total</u>
05/31/22	UPS	47.13
05/31/22	UPS	20.52
05/31/22	UPS	25.67
06/06/22	Professional Services - Vendor - Sands, John E. - Arbitrator & Mediator - Late cancellation fee due to settlement of grievance.	1,200.00
06/08/22	UPS	16.39

06/20/22	UPS	20.99
06/20/22	UPS	25.37
	Reproduction	45.80

Total Disb.	1,401.87
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Fees	\$ 40,086.50
Disbursements	\$ 1,401.87

CURRENT INVOICE DUE	\$ 41,488.37
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DECOTIIS

DeCotie, FitzPatrick, Cole & Giblin, LLP

OFFICE

61 S. PARAMUS RD., SUITE 250

PARAMUS, NJ 07652-1236

T: 201.928.1100 F: 201.928.0588

WWW.DECOTIISLAW.COM

Invoice Date: 07/07/22

Fed ID #31-1425096

File No. 16-005
Invoice No. 253900

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

For Professional Services Rendered Through 6/30/22.

Total Professional Fees	\$ 40,086.50
Total Disbursements	\$ 1,401.87
Total Amount Due	\$ <u>41,488.37</u>

**THIS INVOICE IS PAYABLE UPON RECEIPT.
PLEASE RETURN THIS PAGE WITH YOUR REMITTANCE.**

Please submit payment via check or by providing your credit card information below:

Please check one:

Visa ☐



Mastercard ☐



NOTE: We no longer accept
American Express

Cardholder's Name: _____

Credit Card Number: _____

Expiration Date: _____

Billing Address: _____

City, State, Zip: _____

Authorized Signature: _____

Date: _____

Invoice Date: 07/07/22

Fed ID #31-1425096

File No. 16-005.1

Due Date: 08/06/2022

Invoice No. 253901

Period Ending: 6/30/22

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

File Labor and Personnel
Description:

PROFESSIONAL FEES

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/01/22	Michael A. Oppici	Review and consider email correspondence from the Association's attorney, including review of agreements for consideration in settlement of employee grievances.	0.40	70.00
06/01/22	Michael A. Oppici	Review and assess correspondence from counsel for employee regarding request for repayment of monies deductible from employee's salary.	0.20	35.00
06/01/22	Michael A. Oppici	Review and consider email exchanges between G. Frino and client regarding personnel matter and proceeding forward.	0.20	35.00
06/01/22	Michael A. Oppici	Review and consider email memorandum regarding various personnel policies and revisions made to those policies.	0.60	105.00
06/01/22	Michael A. Oppici	Review and consider email exchanges between G Frino and client regarding matter requesting cease and desist	0.20	35.00
06/01/22	Michael A. Oppici	Review and assess case decisions involving employee salary deduction, related to request by employee for return of monies.	1.20	210.00
06/02/22	Michael A. Oppici	Review and assess information required for grievance arbitration and draft email correspondence to client requesting same.	0.50	87.50
06/03/22	Michael A. Oppici	Telephone conference with G Frino regarding negotiations for successor Agreement.	0.40	70.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/03/22	Michael A. Oppici	Review and assess information and documents to be utilized for continued negotiations for successor agreement.	1.20	210.00
06/05/22	Michael A. Oppici	Review and consider email correspondence and exchanges between Arbitrator and EEA representative regarding pending arbitration hearing and submission of documents and other information for the hearing.	0.20	35.00
06/06/22	Michael A. Oppici	Assess witnesses EEA intends to call at grievance arbitration and draft email correspondence to client regarding the Association's witnesses and proceeding forward.	0.80	140.00
06/06/22	Michael A. Oppici	Review and consider email correspondence from client, including the EEA's grievance.	0.30	52.50
06/06/22	Michael A. Oppici	Review, consider and reply to email correspondence to Arbitrator and EEA representative regarding documents and information to be provided in advance of the arbitration hearing.	0.30	52.50
06/06/22	Michael A. Oppici	Review and analyze documents provided by client's Administrator related to pending grievance arbitration, in conjunction with information provided during interview.	0.70	122.50
06/06/22	Michael A. Oppici	Review and consider instruction from J. Williams to adjourn the grievance arbitration on the basis that the parties settled the matter, and draft email correspondence exchanges with Arbitrator and EEA representative confirming a joint request to adjourn the hearing.	0.30	52.50
06/06/22	Michael A. Oppici	Conference with witnesses to review and assess issues for labor grievance hearing regarding open personnel matter.	3.40	595.00
06/06/22	Michael A. Oppici	Review and assess information for witness interviews in preparation for grievance arbitration hearing, including consideration of incidents giving rise to underlying grievance and issues related to testimony and evidence at hearing.	2.00	350.00
06/06/22	Michael A. Oppici	Telephone conference with client regarding grievance arbitration hearing and resolution of same with Association.	0.40	70.00
06/06/22	Michael A. Oppici	Review and consider email correspondence exchanges from Association's representative regarding witnesses EEA intends to call at grievance arbitration, and notify counsel of Board's objection and intention to bar their testimony as described by counsel.	0.50	87.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/07/22	Michael A. Oppici	Review and consider arbitrator's invoices and authorize for processing of payment.	0.20	35.00
06/07/22	Michael A. Oppici	Telephone conference with client regarding contract negotiations for both Association and Administrators.	0.30	52.50
06/07/22	Michael A. Oppici	Review and consider collective negotiations agreement for negotiations to be conducted with Administrators Association.	0.60	105.00
06/07/22	Michael A. Oppici	Consider and assess issues with G. Frino related to negotiations for successor agreement with the EEA and the Administrator's Association, respectively.	0.30	52.50
06/07/22	Michael A. Oppici	Review and consider email correspondence from client related to labor grievance and open employee matter, and draft email memorandum to J. Williams and G. Frino regarding same.	0.30	52.50
06/07/22	Michael A. Oppici	Telephone conference with client regarding review of terms and conditions for settlement of open grievance.	0.40	70.00
06/07/22	Michael A. Oppici	Review and consider email correspondence from client HR regarding open personnel issue and draft reply regarding proceeding forward with scheduling of conference.	0.20	35.00
06/08/22	Michael A. Oppici	Review and analyze projected base salaries for certified top step, prepared for use in negotiations with Association for successor agreement.	0.50	87.50
06/08/22	Michael A. Oppici	Review and assess Board's projected base salaries based upon 2021-2022 Scattergram.	0.20	35.00
06/08/22	Michael A. Oppici	Review and assess Board's Projected base salaries for certified top step, to be used for negotiations of successor agreement with the Association.	0.60	105.00
06/08/22	Michael A. Oppici	Review and assess information regarding various personnel matters for conference with client with respect to Board's response to each matter.	0.70	122.50
06/08/22	Michael A. Oppici	Telephone conference with client regarding various personnel matters and assess additional information required for DFC&G analysis for Board's response to each matter.	0.50	87.50
06/08/22	Michael A. Oppici	Review and consider personnel matters with G Frino for conference with client.	0.40	70.00
06/08/22	Michael A. Oppici	Review email memorandum by G. Frino to client, and corresponding sections of Administrator's CNA regarding discretionary salary increases for promotions.	0.30	52.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/09/22	Michael A. Oppici	Telephone conference with G. Frino related to negotiations for successor agreement.	0.40	70.00
06/09/22	Michael A. Oppici	Review and assess various personnel issues addressed with client, as well as contract negotiations for office conference with J. Williams.	0.40	70.00
06/09/22	Michael A. Oppici	Review and consider correspondence from counsel for employee regarding return to work, and discuss in telephone conferences with HR and Board counsel regarding employee's status, request for information and proceeding forward.	0.70	122.50
06/09/22	Michael A. Oppici	Telephone conference with client Human resources regarding scheduling of hearing related to open personnel matters before the NJ Division of Wage and Hour.	0.20	35.00
06/13/22	Michael A. Oppici	Review and consider documents and assess information for continued contract negotiations with Association	1.20	210.00
06/14/22	Michael A. Oppici	Review and assess issues raised during contract negotiations with G. Frino.	0.40	70.00
06/14/22	Michael A. Oppici	Travel to and from client's offices related to negotiations with Association for successor contract.	1.00	175.00
06/14/22	Michael A. Oppici	Engage in contract negotiations of successor agreement with the Association on behalf of Board.	3.50	612.50
06/14/22	Michael A. Oppici	Review and assess documents and information required for evaluation of personnel matter, and participate in conference with client's Human Resources regarding personnel matter.	2.00	350.00
06/15/22	Michael A. Oppici	Legal research regarding Board approval for involuntary transfers of administrators.	1.20	210.00
06/15/22	Michael A. Oppici	Review and assess provisions of CNA regarding involuntary transfers of personnel.	1.20	210.00
06/17/22	Michael A. Oppici	Review and analyze Grievance No. 5-22-03 regarding increment withholding and supporting documentation including attendance records and Board memoranda regarding same.	2.00	350.00
06/22/22	Michael A. Oppici	Review and assess open grievances and disciplinary matters and engage in telephone conference with T. Tympanick to proceed forward with possible resolution.	1.00	175.00
06/22/22	Michael A. Oppici	Review and assess documents and information for continued contract negotiations with Association.	1.20	210.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/22/22	Michael A. Oppici	Review and consider open grievances for conference with client to discuss underlying basis for claims by employees.	1.20	210.00
06/22/22	Michael A. Oppici	Review and consider email correspondence from counsel for the EEA regarding status of determination related to stipend for employee/secretary pursuant to the CNA.	0.20	35.00
06/23/22	Michael A. Oppici	Office conference with G. Frino regarding issues related to continued negotiations for successor agreement.	0.50	87.50
06/23/22	Michael A. Oppici	Participate in negotiations between Board and the Association for a successor agreement, and review with client the issues to be addressed for continued negotiations.	3.20	560.00
06/23/22	Michael A. Oppici	Travel to and from client's office for contract negotiations with Association.	1.00	175.00
06/23/22	Michael A. Oppici	Assess issues to be addressed for conference with client regarding open personnel matters, including requests for documents and information, with review of the matters discussed and proceeding forward.	2.30	402.50
06/24/22	Michael A. Oppici	Review and consider EEA Grievance No. 05-22-04 regarding increment withholding and draft request to client requesting documents and information regarding the basis for the withholding.	0.70	122.50
06/24/22	Michael A. Oppici	Review and analyze EEA Grievance No. 05-22-01 regarding increment withholding and supporting information and draft request to client regarding additional information regarding Board's decision to withhold the increment.	1.00	175.00
06/24/22	Michael A. Oppici	Review and analyze Grievance No. 06-22-01 filed by Association regarding increment withholding and documents supporting the basis for the withholding.	1.80	315.00
06/27/22	Michael A. Oppici	Review and assess provisions of Complaint issued by PERC and draft email memorandum to client regarding issues to be considered in light of the Complaint and proceeding forward with preparation for discovery, possible summary decision and hearing.	1.70	297.50
06/27/22	Michael A. Oppici	Research regulations and decisions and assess under what circumstances does PERC have authority to refer matters to negotiations.	1.40	245.00
06/28/22	Michael A. Oppici	Office conferences with J. Williams and G. Frino regarding continued negotiations with EEA regarding successor agreement and issues to be addressed during negotiations.	0.60	105.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/28/22	Michael A. Oppici	Review and assess issues raised in letter from Association to the Board regarding their position about the status of negotiations for a successor agreement, with review and consideration of related information from prior negotiation sessions with the EEA.	1.20	210.00
06/28/22	Michael A. Oppici	Review and consider email correspondence from client regarding EEA's version of update to negotiations for successor agreement.	0.20	35.00
06/28/22	Michael A. Oppici	Review documents and assess information for response to new grievance filed by EEA regarding increment withholding and draft email memorandum to J. Williams and G. Frino regarding same and proceeding forward.	0.60	105.00
06/28/22	Michael A. Oppici	Review documents and asses information related to employees' claims for unpaid wages in preparation for Board's defense in matter pending before the NJ Wage and Hour Compliance Unit.	1.20	210.00
06/29/22	Michael A. Oppici	Review and assess CNA for information related to negotiations should the parties reach impasse and require mediation.	1.20	210.00
06/29/22	Michael A. Oppici	Review and assess NJ PERC submission form regarding information required for filing Notice of Impasse and begin drafting and inputting information into request for mediation	1.40	245.00
06/29/22	Michael A. Oppici	Review regulatory provisions regarding requirements for Notice of Impasse and if it must be jointly requested.	1.00	175.00
06/29/22	Michael A. Oppici	Review and consider email correspondence from Board Member Jacobs to EEA regarding issues related to status of negotiations for a successor agreement and the Association's email response, with review of prior negotiation sessions regarding the issues raised by both the Board and the EEA's response.	0.60	105.00
06/29/22	Michael A. Oppici	Review and assess issues raised during negotiations for successor agreement and conference with G. Frino regarding proceeding forward with mediation.	0.60	105.00
06/30/22	Michael A. Oppici	Office conference with G. Frino regarding PERC requirements for requesting that matter be placed into mediation.	0.30	52.50
06/30/22	Michael A. Oppici	Assess documents, witnesses and additional information required for Board's defense in pending wage and hour claim and draft Memorandum to client requesting same for pending hearing.	1.20	210.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
06/30/22	Michael A. Oppici	Office conference with G. Frino regarding supporting information for Notice of Impasse.	0.30	52.50
06/30/22	Michael A. Oppici	Review and consider issues to be addressed with counsel for complainants regarding alleged violations of wage and hour laws, and engage in telephone conference with counsel regarding same.	0.70	122.50
06/30/22	Michael A. Oppici	Review and consider email correspondence from G Frino to client requesting information related to negotiations for successor contract.	0.20	35.00
06/30/22	Michael A. Oppici	Review and consider email correspondence from counsel for the EEA	0.20	35.00
Total			62.20	\$ 10,885.00

FEE SUMMARY

<u>Timekeeper</u>	<u>Title</u>	<u>Hours</u>	<u>Hrs At</u>	<u>Rate</u>	<u>/Hrs</u>	<u>Total</u>
Michael A. Oppici	Partner	62.20		175.00		10,885.00
Total Professional Fees					\$	10,885.00

DISBURSEMENTS

<u>Date</u>	<u>Description</u>	<u>Total</u>
06/30/22	Legal Research - Vendor - West (West Group)	12.01
	Reproduction	25.30

Total Disb. 37.31

Fees	\$ 10,885.00
Disbursements	\$ 37.31

CURRENT INVOICE DUE**\$ 10,922.31**

DECOTIIS

DeCotlis, FitzPatrick, Cole & Giblin, LLP

OFFICE

61 S. PARAMUS RD., SUITE 250

PARAMUS, NJ 07652-1236

T: 201.928.1100 F: 201.928.0588

WWW.DECOTIISLAW.COM

Invoice Date: 07/07/22

Fed ID #31-1425096

File No. 16-005.1
Invoice No. 253901

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

For Professional Services Rendered Through 6/30/22.

Total Professional Fees	\$	10,885.00
Total Disbursements	\$	37.31
Total Amount Due	\$	<u>10,922.31</u>

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Mastercard ☐



NOTE: We no longer accept
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City, State, Zip: _____

Authorized Signature: _____

Date: _____

Invoice Date: 08/11/22

Fed ID #31-1425096

Due Date: 09/10/2022

File No. 16-005

Invoice No. 255105

Period Ending: 7/31/22

Harold E. Kennedy, Jr.
 Business Administrator/Board Secretary
 Elizabeth Board of Education
 500 North Broad Street
 Elizabeth, NJ 07201

File Elizabeth Board of Education - General
Description:

PROFESSIONAL FEES

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/01/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum re: MedServ Healthcare Solutions to provide CPR/AED training	0.40	70.00
07/01/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: MedServ Healthcare Solutions to provide CPR/AED training	1.10	192.50
07/01/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum re: DLH Enterprises to continue implementing the Amistad Mandate for the 2022-2023 school year	0.60	105.00
07/01/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: DLH Enterprises to continue implementing the Amistad Mandate for the 2022-2023 school year	1.10	192.50
07/01/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum re: contract with Michael K. Marshall to provide professional development training at the JEC during July 2022	0.80	140.00
07/01/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: contract with Michael K. Marshall to provide professional development training at the JEC during July 2022	1.00	175.00
07/01/22	George Frino	Conference with M. Opicci with regard to outstanding notice of impasse document.	0.90	157.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/01/22	R. Scott King	Emails from and to C. Stumbo re: E&O insurance for STRIDES contract	0.20	35.00
07/05/22	R. Scott King	Review bid documents for Food Service Equipment maintenance (small equipment and refrigeration bids); preparation of email to A. Squicciarri	2.00	350.00
07/05/22	George Frino	Analysis of email from adversary and connection with suspended employee with reply. Preparation of email to client and analysis of reply with regard to suspended employee. Analysis of email from client concerning information required for notice of impasse. Conference with M. Oppici concerning information required for notice of impasse.	1.30	227.50
07/05/22	Jonathan L. Williams	Conference w/Board member; telephone conference John Malone, telephone conference Bud Kennedy re: payroll issues and notice to members, legal research, conference G. Frino.	4.50	787.50
07/05/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum, requisition and contract for Panorama Education, Inc. to provide social emotional learning for the 22-23 academic year	0.80	140.00
07/05/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: contract with Panorama Education, Inc. to provide social emotional learning for the 22-23 academic year	1.20	210.00
07/05/22	Annamaria Squicciarri	Review and revise response letter to Recommendation Memorandum re: contract with Panorama Education, Inc. to provide social emotional learning for the 22-23 academic year	0.50	87.50
07/06/22	Annamaria Squicciarri	Review and revise response letter to Recommendation Memorandum re: contract with Trinitas Regional Medical Center for drug/alcohol screening for the 22-23 academic year and transmit to client	0.60	105.00
07/06/22	R. Scott King	Review recommendation memoranda and draft contracts; preparation of legal review letter; emails to and from M. Rodrigues; review email from landlord re: St. Anthony's; preparation of email to H. Kennedy; review Fall Sports bid packages	3.20	560.00
07/06/22	Michael A. Oppici		1.60	280.00
07/06/22	Annamaria Squicciarri	Review and revise letter to recommendation memorandum and exhibits for JTC Consulting and transmit to client	0.60	105.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/06/22	Annamaria Squicciarri	Review and revise letter to recommendation memorandum and exhibits for Affiliation Agreement with Columbia University and transmit to client	0.60	105.00
07/06/22	Annamaria Squicciarri	Review and revise letter to recommendation memorandum and exhibits for Starlight Pediatric Home Care Agency and transmit to client	0.60	105.00
07/06/22	Annamaria Squicciarri	Review and revise letter to recommendation memorandum and exhibits for MedServ Consulting and transmit to client	0.60	105.00
07/06/22	Jonathan L. Williams	Telephone conference Stan Neron, review draft mediation documents; telephone conference Board schedule, telephone conference; review forms.	5.00	875.00
07/06/22	George Frino	Analysis of three emails from attorney for employee with regard to claim of misconduct with reply. Analysis of two emails from client with regard to employee misconduct with reply. Conference with m. Opicci concerning draft of unfair practice charge. Analysis of draft charge document with comments. Conference with j. Williams concerning outstanding issues relating to notice of impasse and negotiations.	2.20	385.00
07/06/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum, requisition and contract for Trinitas Regional Medical Center for drug/alcohol screening from the 22-23 school year	0.70	122.50
07/06/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: contract with Trinitas Regional Medical Center for drug/alcohol screening for the 22-23 academic year	1.20	210.00
07/07/22	Annamaria Squicciarri	Receipt, review and analysis of Recommendation Memorandum and agreement with New Jersey City University to provide internships for graduate students in the field of Counseling	0.50	87.50
07/07/22	Annamaria Squicciarri	Prepare response letter to Recommendation Memorandum re: agreement with New Jersey City University to provide internships for graduate students in the field of Counseling	1.20	210.00
07/07/22	R. Scott King	Emails from and to M. Rodrigues re: bid notice and proposal language re: reserve amounts; research re: the same; preparation of email to J. Williams	0.80	140.00
07/07/22	Jonathan L. Williams	Conference Annamaria re: schedule, review documents for contract and procurement.	5.00	875.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/07/22	Annamaria Squicciarri	Review and revise response letter to Recommendation Memorandum re: agreement with New Jersey City University to provide internships for graduate students in the field of Counseling and transmit to client	0.60	105.00
07/08/22	Annamaria Squicciarri	Prepare letter to recommendation memorandum for contract with Michael Marshall for July 2022 and sent to client	0.30	52.50
07/08/22	George Frino	Teleconference with M. Opicci concerning status of notice of impasse and other pending unfair practice matters. Analysis of three emails from client concerning pending issues relating to unfair practice.	1.90	332.50
07/11/22	George Frino	Analysis of draft notice of impasse with reply to prospective revisions. Analysis of client material and revisions with regard to notice. Preparation of email to client concerning revisions. Conference with M. Opicci concerning strategy going forward with regard to impasse. Conference with J. Williams relating to status of negotiations.	2.50	437.50
07/11/22	Annamaria Squicciarri	Receipt, review and analysis bid specs for Athletic Equipment and Supplies for Falls Sports 2022 with BSN Sports, LLC	1.20	210.00
07/11/22	Annamaria Squicciarri	Receipt, review and analysis bid specs for Athletic Equipment and Supplies for Falls Sports 2022 with Metuchen Center, Inc.	0.80	140.00
07/11/22	Annamaria Squicciarri	Receipt, review and analysis bid specs for Athletic Equipment and Supplies for Falls Sports 2022 with Sportsman's	0.70	122.50
07/11/22	Annamaria Squicciarri	Receipt, review and analysis bid specs for Athletic Equipment and Supplies for Falls Sports 2022 with MFAC, LLC	0.70	122.50
07/11/22	Annamaria Squicciarri	Receipt, review and analysis bid specs for Athletic Equipment and Supplies for Falls Sports 2022 with Triple Crown Sports, Inc.	0.80	140.00
07/11/22	Annamaria Squicciarri	Receipt, review and analysis of Board Recommendation for Falls Sports Bids 2022	0.20	35.00
07/11/22	Annamaria Squicciarri	Draft resolution for Fall Sports 2022	0.80	140.00
07/12/22	R. Scott King	Initial review of bid specs re: laptops; review recommendation memoranda and draft contracts;	1.00	175.00
07/12/22	R. Scott King	ST. ANTHONY'S LEASE - Review email from H. Kennedy re: lease review; receipt and review lease mark-up from landlord's attorney	0.70	122.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/12/22	Jonathan L. Williams	Conference George Frino, Mike Oppici re: mediation demand, review final draft, telephone conference Jerry Jacobs.	4.00	700.00
07/12/22	George Frino	Analysis of final notice of impasse with suggested modifications. Conference with M. Oppici and J. Williams concerning status and strategy with regard to impasse notice.	1.90	332.50
07/12/22	R. Scott King	Review contract with HP Manage Print Service from A. Marsal	0.40	70.00
07/13/22	R. Scott King	Review Kean affiliation agreement	0.40	70.00
07/13/22	George Frino	Analysis of email from HR and preparation for teleconference in connection with conflict issue. Research concerning ethics act. Teleconference with client concerning legal issue. Conference with M. Oppici concerning wage an hour complaint with analysis of memorandum.	1.90	332.50
07/13/22	Jonathan L. Williams	Telephone conference client re: EEA and new grievance filing, conference M. Oppici; legal research on grievance, telephone conference John Malone.	3.00	525.00
07/14/22	Jonathan L. Williams	Telephone conference Iliana Chavez, telephone conference Olga H. re: trade union; telephone conference trade union rep; review contracts and procurement for Board meeting, conference Scott King.	5.50	962.50
07/14/22	George Frino	Analysis of memorandum concerning outstanding wage and hour complaint with reply. Teleconference with M. Oppici concerning outstanding negotiation issues.	1.10	192.50
07/14/22	Annamaria Squicciarri	Prepare contract with BSN Sports for Fall 2022	1.40	245.00
07/14/22	R. Scott King	Review recommendation memorandum and draft contract	0.40	70.00
07/15/22	Jonathan L. Williams	Conference with George Frino, Michael Oppici; Telephone call with Client Re: Issues for Board Agenda. Telephone conference with Jerry Jacobs; Review Superintendent Evaluation Documents; Telephone conference with Board Policy; Telephone conference with John Malone; Telephone conference with Lester Taylor. i.e. McGoude.	5.00	875.00
07/15/22	George Frino	Analysis of material forwarded by attorney for security guard with reply and transmission to client. Teleconference with M. Oppici concerning wage an hour information. Analysis of memorandum and support of status of wage and hour matter.	2.70	472.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/18/22	George Frino	Conference with M. Opicci concerning wage and hour matter. Analysis of recommendation with regard to possible settlement of matter. Analysis of email from H. Savage concerning outstanding wage issue.	1.10	192.50
07/18/22	R. Scott King	Review emails from M. Rodrigues re: bid challenges; telephone conversation with M. Rodrigues re: bid challenges; review bid documents; research re: prevailing wage issues	2.00	350.00
07/19/22	Jonathan L. Williams	Conference with Jerry Jacobs; Telephone call with Stan Neron; Telephone call with Board Members Re: Status of Mediation Research Issues on procurement. (General)	3.00	525.00
07/19/22	R. Scott King	Review student transportation contracts	0.50	87.50
07/19/22	Annamaria Squicciarri	Preparation for negotiations	0.50	87.50
07/19/22	Annamaria Squicciarri	Attendance at negotiations for trade unions	1.00	175.00
07/19/22	Annamaria Squicciarri	Travel to and from negotiations at 500 N. Broad Street	1.60	280.00
07/19/22	Annamaria Squicciarri	Review attorney notes in preparation to revise memorandum of agreement	0.50	87.50
07/20/22	Annamaria Squicciarri	Prepare Memorandum of Agreement with Trade Unions for 2022 - 2025	1.20	210.00
07/20/22	Annamaria Squicciarri	Office conference with attn JW re: review and revise memorandum of agreement with trade unions	0.30	52.50
07/20/22	George Frino	Conference with M. Oppici concerning issue with regard to wage an hour complained. Conference with J. Williams concerning outstanding issue concerning waiting our complaint. Analysis of two emails from attorney for employee with regard to outstanding wage issue. Analysis of two emails from H. Ford concerning response to wage claim.	1.10	192.50
07/20/22	Annamaria Squicciarri	Review and revise Memorandum of Agreement with Trade Unions for 2022-2025	0.80	140.00
07/20/22	Jonathan L. Williams	Review Labor Agreement with Trades, attend meetings with Client. (General)	2.00	350.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/21/22	Jonathan L. Williams	Legal research issues from Board Policy and Immunization; Telephone call with John Malone; Telephone call with Harold Kennedy; Conference with Annamaria Squicciarri Re: Labor Agreement; Review Procurement and Contract issues; Telephone call with Scott King Re: Contract and bid award; Conference with Judy Verrone; Attend meeting with Board Members. (General)	5.00	875.00
07/21/22	George Frino	Analysis of two emails from attorney for suspended security guard. Analysis of H. Savage reply to attorney for security guard. Conference with M. Opicci concerning status of complaint concerning wage and hour issue.	1.30	227.50
07/22/22	George Frino	Administrator concerning payment of wages. Conference with M. Opicci concerning outcome based upon evidence produced.	0.70	122.50
07/22/22	Annamaria Squicciarri	E-mail to client re: trade union representatives for MOA	0.20	35.00
07/25/22	Jonathan L. Williams	Telephone conference J. Malone re: McGovern; review emails from Superintendent; conference with G. Frino.	3.00	525.00
07/25/22	George Frino	Teleconference with M. Opicci concerning wage and hour issue. Conference with j. Williams concerning wage and hour matter. Preparation of draft letter to hearing examiner.	0.80	140.00
07/25/22	Taylor D. Wood	Receipt, review and analysis of Exceed Home Healthcare contract in preparation to draft recommendation memo re: same	0.90	157.50
07/25/22	Taylor D. Wood	Draft recommendation memo re: Exceed Home Healthcare nursing service contract	1.20	210.00
07/25/22	Taylor D. Wood	Review and revise draft recommendation memo re: Exceed Home Healthcare nursing service contract	0.50	87.50
07/25/22	Judy A. Verrone	Review emails re rejecting bids	0.20	35.00
07/25/22	Annamaria Squicciarri	Receipt, review and analysis bid specs for Nelvi Transit Inc for student transportation for the 2022-2023 academic year	1.20	210.00
07/25/22	Annamaria Squicciarri	Prepare resolution for Nelvi Transit Inc for student transportation for the 22-23 academic year	1.00	175.00
07/25/22	Annamaria Squicciarri	Receipt, review and analysis the renewal contract and requisition for Durham for student transportation for the 22-23 academic year	0.60	105.00
07/25/22	Annamaria Squicciarri	Receipt, review and analysis the renewal contract and requisition for Villani for student transportation for the 22-23 academic year	0.60	105.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/25/22	Annamaria Squicciarri	Receipt, review and analysis the renewal contract and requisition for J&J for student transportation for the 22-23 academic year	0.60	105.00
07/25/22	Annamaria Squicciarri	Receipt, review and analysis the renewal contract and requisition for Route 22 Bus for athletics transportation for the 22-23 academic year	0.60	105.00
07/25/22	Annamaria Squicciarri	Prepare resolution for approving extending existing contracts with Durham, Villani, J&J, and Route 22 Bus for student transportation for the 22-23 academic year	1.20	210.00
07/25/22	Annamaria Squicciarri	Review and revise resolution for Nelvi Transit Inc and transmit same to client	0.60	105.00
07/25/22	Annamaria Squicciarri	Review and revise resolution for extending existing contracts with Durham, Villani, J&J and Route 22 and transmit same to client	0.70	122.50
07/25/22	Annamaria Squicciarri	Transmit Memorandum of Agreement with Trade Unions to each representative	0.30	52.50
07/25/22	R. Scott King	Review emails from M. Rodrigues re: student transportation contracts; telephone conversation with M. Rodrigues re: Malachy Engineering bid; review updated bid specs	1.50	262.50
07/26/22	R. Scott King	Review email and bid documents from M. Rodrigues re: printing services; emails from and to M. Rodrigues re: janitorial supplies; review bid documents	0.80	140.00
07/26/22	Taylor D. Wood	Receipt, review and analysis of Northern Region Home Healthcare contract in preparation to draft recommendation memo re: same	0.60	105.00
07/26/22	Taylor D. Wood	Draft recommendation memo re: Northern Region Home Healthcare contract	1.10	192.50
07/26/22	Taylor D. Wood	Review and revise draft recommendation memo re: Northern Region Home Healthcare contract	0.50	87.50
07/26/22	Jonathan L. Williams	Numerous telephone conferences re: McGovern; telephone conference M Oppici re: wage and hour claims; conference G. Frino re: personnel issues; finalize contracts for Board action; conference with A. Squicciarri.	3.50	612.50
07/26/22	Annamaria Squicciarri	Receipt, review and analysis of board recommendation to renew contract with Royal Printing Services for district publication and printing and mailing services for the 22-23 academic year	0.30	52.50
07/26/22	Annamaria Squicciarri	Prepare resolution for renewing the contract with Royal Printing Service for district publication for the 22-23 academic year	0.70	122.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/26/22	Annamaria Squicciarri	Review and revise resolution for contract with Royal Printing Service for district publication for the 22-23 academic year	0.30	52.50
07/27/22	Annamaria Squicciarri	Prepare resolution for contract with Royal Printing Service for district printing and mailing services for the 22-23 academic year	0.70	122.50
07/27/22	Annamaria Squicciarri	Review and revise resolutions for contracts with Royal Printing Services for the 22-23 academic year and transmit same to client	0.30	52.50
07/27/22	Annamaria Squicciarri	Receipt, review and analysis of the bid specs for 110 HP laptop computers for the technology department	1.10	192.50
07/27/22	Annamaria Squicciarri	Receipt, review and analysis of the bid specs for 900 HP laptop computers for the technology department	1.10	192.50
07/27/22	Annamaria Squicciarri	Prepare resolution for 110 HP laptop computers for the technology department	0.70	122.50
07/27/22	Annamaria Squicciarri	Review and revise resolution for 110 HP laptop computers for the technology department and transmit same to client	0.30	52.50
07/27/22	Annamaria Squicciarri	Prepare resolution for 900 HP laptop computers for the technology department	0.70	122.50
07/27/22	Annamaria Squicciarri	Review and revise resolution for 900 HP laptop computers for the technology department and transmit same to client	0.30	52.50
07/27/22	Taylor D. Wood	Receipt, review and analysis of Achieve 3000 contract in preparation to draft recommendation memo re: same	1.00	175.00
07/27/22	Taylor D. Wood	Draft recommendation memo re: Achieve 3000 contract	1.10	192.50
07/27/22	Taylor D. Wood	Review and revise draft recommendation memo re: Achieve 3000 contract	0.50	87.50
07/27/22	R. Scott King	Telephone conversations with M. Rodrigues re: rebidding refrigeration repairs; office conference with A. Squicciarri re: printing resolutions and contracts	0.60	105.00
07/27/22	George Frino	Conference with J. Williams concerning status of various matters to be discussed at board meeting. Research concerning issue of Covid applicant.	0.80	140.00
07/27/22	Annamaria Squicciarri	Attendance at board of education meeting	1.20	210.00
07/27/22	Jonathan L. Williams	Telephone conference J Malone re: McGovern; telephone conference R. Varady re: McGovern; telephone conference H. Kennedy re: trade contracts; attend pre-meeting with O. Hugelmeyer; attend Board of Education meeting.	9.50	1,662.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/28/22	Annamaria Squicciarri	Receipt, review and analysis of the bid documents for Janitorial Supplies for the 22-23 academic year	1.20	210.00
07/28/22	Annamaria Squicciarri	Prepare resolution for janitorial supplies for the 22-23 academic year	1.00	175.00
07/28/22	Annamaria Squicciarri	Review and revise resolution for janitorial supplies for the 22-23 academic year and transmit same to client	0.40	70.00
07/28/22	R. Scott King	Review email from P. Garon with meeting resolution; preparation of email to A. Squicciarri with prior contract and cover letter	0.30	52.50
07/28/22	Taylor D. Wood	Receipt, review and analysis of Kean U dual enrollment contract in preparation to draft recommendation memo re: same	1.00	175.00
07/28/22	Taylor D. Wood	Draft recommendation memo re: Kean U dual enrollment contract	1.10	192.50
07/28/22	Taylor D. Wood	Review and revise draft recommendation memo re: Kean U dual enrollment contract	0.50	87.50
07/29/22	R. Scott King	ST. ANTHONY'S LEASE - Review email from landlord's attorney; review marked up lease	0.50	87.50
Total			152.70	\$ 26,722.50

FEE SUMMARY

<u>Timekeeper</u>	<u>Title</u>	<u>Hours</u>	<u>Hrs At</u>	<u>Rate</u>	<u>/Hrs</u>	<u>Total</u>
George Frino	Partner	22.20		175.00		3,885.00
Judy A. Verrone	Partner	0.20		175.00		35.00
Jonathan L. Williams	Partner	58.00		175.00		10,150.00
Michael A. Oppici	Partner	1.60		175.00		280.00
R. Scott King	Partner	15.30		175.00		2,677.50
Annamaria Squicciarri	Associate	45.40		175.00		7,945.00
Taylor D. Wood	Associate	10.00		175.00		1,750.00
Total Professional Fees						\$ 26,722.50

DISBURSEMENTS

<u>Date</u>	<u>Description</u>	<u>Total</u>
06/16/22	Courier - Vendor - New Jersey Lawyers Service, LLC - Elizabeth, NJ.	12.74
Total Disb.		12.74

Fees	\$ 26,722.50
Disbursements	\$ 12.74
CURRENT INVOICE DUE	\$ 26,735.24

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DeCotiis, FitzPatrick, Cole & Giblin, LLP

OFFICE

61 S. PARAMUS RD., SUITE 250

PARAMUS, NJ 07652-1236

T: 201.928.1100 F: 201.928.0588

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Invoice Date: 08/11/22

Fed ID #31-1425096

File No. 16-005
Invoice No. 255105

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

For Professional Services Rendered Through 7/31/22.

Total Professional Fees	\$ 26,722.50
Total Disbursements	\$ 12.74
Total Amount Due	\$ <u>26,735.24</u>

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Authorized Signature: _____

Date: _____

Invoice Date: 08/11/22

Fed ID #31-1425096

Due Date: 09/10/2022

File No. 16-005.1

Invoice No. 255106

Period Ending: 7/31/22

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

File **Labor and Personnel**
Description:

PROFESSIONAL FEES

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/01/22	Michael A. Oppici	Review and assess grievance, documents and contract provisions related to the EEA's claim regarding stipends owed secretaries, and assess information needed for Board to determine which secretaries are owed stipends and draft email memorandum to client, with review of client's email reply regarding same.	1.20	210.00
07/01/22	Michael A. Oppici	Review statutory provisions for potential damage award for employees if they prevail on complaint for Wage and Hour claim and draft email correspondence to client advising of same, with review of client's email response	0.40	70.00
07/01/22	Michael A. Oppici	Review, consider and draft email memorandum to client regarding potential damages for Wage and Hour claim by employees.	0.20	35.00
07/05/22	Michael A. Oppici	Review and assess information related to wage and hour claim for telephone conference with counsel for the Board, in preparation for hearing.	0.50	87.50
07/05/22	Michael A. Oppici	Telephone conference with client regarding information related to negotiations for use in Notice of Impasse to be filed with NJ PERC.	0.30	52.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/05/22	Michael A. Oppici	Review and consider email memorandum from client regarding contract negotiations and adjust Notice of Impasse to reflect such information, to be filed with NJ PERC, and office conference with G. Frino regarding same.	1.20	210.00
07/05/22	Michael A. Oppici	Review and assess correspondence from counsel for employee regarding back pay related to school incident, and discuss with G. Frino regarding same, and office conference with G. Frino regarding issues raised and proceeding forward.	0.60	105.00
07/05/22	Michael A. Oppici	Review and draft email exchanges with NJ PERC regarding the Boards responsive pleadings related to unfair labor practice.	0.60	105.00
07/05/22	Michael A. Oppici	Draft email correspondence to client requesting information regarding employee's claim for back pay related to school incident.	0.20	35.00
07/05/22	Michael A. Oppici	Review and assess claims alleged in the Association's Amended Unfair Practice Charge and the Complaint issued by PERC regarding claims of unilateral changes to collective negotiations agreement for use in Answer to be filed in response to same.	1.80	315.00
07/05/22	Michael A. Oppici	Review of statutory provisions and decisions regarding requirements for an unfair labor practice for unilateral change to the Agreement between the Board and the Association for use in the Answer to the EEA's amended unfair practice charge.	1.20	210.00
07/05/22	Michael A. Oppici	Review and analyze provisions of Memorandum of Agreement between the parties regarding work schedules utilized by the EEA members and analysis of the provisions related to reasons for overtime and availability of overtime for the years the MOA was in effect for Board's answer to the Complaint.	1.60	280.00
07/05/22	Michael A. Oppici	Review requirements of sunset and termination provisions assess basis for continuation of agreement past the sunset date, for use in Board's responsive pleadings.	1.50	262.50
07/06/22	Michael A. Oppici	Draft and reply to email correspondence with NJ PERC related to initial responses to the Association's amended unfair practice charge.	0.30	52.50
07/06/22	Michael A. Oppici	Review and assess Memoranda of Agreements for Collective Negotiations Agreement and certification of G Frino regarding issue of bus drivers schedule, for use in Board's Answer to the EEA's unfair labor practice.	1.20	210.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/06/22	Michael A. Oppici	Review and assess petition submitted by bus drivers regarding their position on issue of work scheduled and review certification of counsel regarding same.	0.40	70.00
07/06/22	Michael A. Oppici	Assess and draft Separate Defenses for Board's for Answer to the Complaint issued by NJ PERC regarding the EEA's amended unfair labor practice.	1.30	227.50
07/06/22	Michael A. Oppici	Draft responses to each allegation for Board's Answer to the EEA's Complaint with description for the basis for each response regarding the amended Unfair Practice Charge for purported unilateral changes by the Board with respect to the Memorandum of Agreement related to work schedule of bus drivers.	2.60	455.00
07/06/22	Michael A. Oppici	Draft Certification of Service and Cover Letter to NJ PERC regarding filing of Board's Answer to the Complaint related to the EEA's amended unfair practice charge, and effectuate service upon PEC and the Association.	0.50	87.50
07/06/22	Michael A. Oppici	Assess Board's responses for Answer to the EEA's unfair practice charge for office conference with G Frino regarding same.	0.60	105.00
07/07/22	Michael A. Oppici	Review and draft reply to email correspondence from client related to notice of impasse for contract negotiations.	0.20	35.00
07/07/22	Michael A. Oppici	Review and consider email correspondence from client related to information required for PERC's Notice for Impasse and adjust such notice to include that information.	0.30	52.50
07/07/22	Michael A. Oppici	Assess issues related to wage and hour claim brought by employees for telephone conference with client regarding issues to be presented at upcoming hearing pending before the NJ Wage and Hour Compliance Division, including discussion regarding status of requests for documents and information.	0.50	87.50
07/07/22	Michael A. Oppici	Review and assess documents and information related to notice of impasse to be submitted to NJ PERC with respect to contract negotiations and engage in telephone conference with client regarding same.	0.50	87.50
07/07/22	Michael A. Oppici	Review and analyze documents provided by client regarding employee's attendance and tardiness records and assess information to be utilized for hearing before the NJ Division of Wage and Hour Compliance.	2.50	437.50
07/07/22	Michael A. Oppici	Draft email memorandum to G. Frino regarding EEA's allegations in amended ULP.	0.20	35.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/08/22	Michael A. Oppici	Review and analyze documents provided by Board regarding its Non-Economic Proposals related to contract negotiations that remain in dispute for submission to NJ PERC with respect to Board's Notice of Impasse, with review and analysis of corresponding sections under the collective negotiations agreement of those disputed provisions.	2.00	350.00
07/08/22	Michael A. Oppici	Review and assess documents and information regarding the Association's Non-Economic proposals for contract negotiations that remain in dispute to be submitted to NJ PERC in support of Board's request for Impasse proceedings, with review of corresponding provisions under the collective negotiations agreement	2.20	385.00
07/08/22	Michael A. Oppici	Draft email correspondence to client regarding Answer and separate defenses filed with NJ PERC in response to the Complaint related to the amended unfair practice charge filed by the Association.	0.20	35.00
07/08/22	Michael A. Oppici	Review and analyze documents provided by the Board regarding work schedules related to District bus drivers during the COVID Pandemic, regarding unfair practice charge pending before NJ PERC.	1.00	175.00
07/08/22	Michael A. Oppici	Review and assess economic proposals related to contract negotiations, including consideration of compensation amounts and Chapter 78 contributions and draft memorandum to client regarding same, for use in Board's Notice of Impasse to be filed with NJ PERC.	2.00	350.00
07/11/22	Michael A. Oppici	Assess outstanding information required from Board and draft memorandum to J. Williams and G Frino regarding those remaining items.	0.80	140.00
07/11/22	Michael A. Oppici	Review and draft reply to email correspondence from counsel for the EEA regarding pending grievances.	0.20	35.00
07/11/22	Michael A. Oppici	Draft description of issues that are in dispute for Notice of Impasse to be filed with NJ PERC related to negotiations for successor agreement, and forward to client for consideration.	2.80	490.00
07/11/22	Michael A. Oppici	Review and assess Board's position regarding Notice of Impasse and address in conference with G. Frino and proceeding forward.	0.50	87.50
07/11/22	Michael A. Oppici	Review and assess information and documents related to unfair labor practice brought by the EEA that is pending before NJ PERC and discuss with J. Williams and proceeding forward	1.00	175.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/12/22	Michael A. Oppici	Review and assess information provided by client and adjust Notice of Impasse and supporting documents to be filed with NJ PERC.	1.80	315.00
07/12/22	Michael A. Oppici	Review and consider correspondence from J. Williams to EEA regarding Notice of Impasse	0.20	35.00
07/12/22	Michael A. Oppici	Review correspondence from client regarding request for determination related to personnel matter and possible conflict, and review email response by G. Frino regarding same.	0.30	52.50
07/12/22	Michael A. Oppici	Office conferences with G. Frino and J. Williams regarding Board's Notice of Impasse related to negotiations for successor agreement.	0.70	122.50
07/12/22	Michael A. Oppici	Review and assess process for presenting Notice of Impasse to the Association and proceeding forward based upon the Association's response.	0.50	87.50
07/13/22	Michael A. Oppici	Review and assess provisions of District policies regarding criteria for Nepotism and Conflicts of Interest related to school administrators regarding hiring and supervision of teachers.	1.00	175.00
07/13/22	Michael A. Oppici	Assess and discuss requirements of statutory and regulatory provisions related to nepotism and conflicts of interest pertaining to school administrators.	0.30	52.50
07/13/22	Michael A. Oppici	Engage in telephone conference with G. Frino and client regarding issues of potential nepotism and conflicts of interest with respect to school administrator.	0.20	35.00
07/13/22	Michael A. Oppici	Legal research regarding statutory and regulatory mandates regarding conflicts of interest related to school administrators and hiring of new teachers.	1.50	262.50
07/13/22	Michael A. Oppici	Review and assess documents and information to be addressed with client regarding wage and hour hearing and draft memorandum to client, and office conference with G Frino regarding same.	1.50	262.50
07/13/22	Michael A. Oppici	Assess issues for telephone conference with attorney for claimants regarding issues for settlement conference regarding matter pending before Wage and Hour Compliance.	0.60	105.00
07/13/22	Michael A. Oppici	Legal research regarding requirements for Impasse with respect to negotiations for a successor agreement and draft email memorandum to J. Williams and G. Frino regarding statutory provisions.	1.80	315.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/14/22	Michael A. Oppici	Review and assess all pending grievances for telephone conference with Association's UNISERV representative regarding continued settlement discussions, and address issues related to notice of impasse.	1.00	175.00
07/14/22	Michael A. Oppici	Office conference with G. Frino regarding Association's request for conference and issues arising from Board's request for mediation under Impasse provisions of PERC statute.	0.50	87.50
07/14/22	Michael A. Oppici	Draft and respond to email exchanges with client(s) regarding wage and hour claim pending before the NJ DCR for use in Answer and Position Statement.	0.40	70.00
07/14/22	Michael A. Oppici	Assess status of discovery and issues for hearing before Division of Wage and Hour Compliance regarding claims for unpaid wages by employees and draft memorandum to J. Williams and G. Frino related to those claims and preparation for the hearing.	1.30	227.50
07/14/22	Michael A. Oppici	Review and draft email correspondence in reply to EEA attorney regarding pending grievances.	0.20	35.00
07/15/22	Michael A. Oppici	Review and assess UNISERV representatives request to meet with Board's representatives regarding contract negotiations and engage in conference with J. Williams and G. Frino regarding same.	1.60	280.00
07/15/22	Paola A. Rodriguez	Receipt, review and analysis personnel documents for employees	2.10	336.00
07/15/22	Michael A. Oppici	Review and analyze documents and information from client regarding performance and other job related issues regarding complainant.	2.00	350.00
07/15/22	Michael A. Oppici	Review and assess copious documents provided by client related to complainant's employment history with the District, which were provided in three separate documents, for interviews of client employees for pending hearing before the NJ Division of Wage and Hour Compliance.	2.40	420.00
07/18/22	Michael A. Oppici	Review and assess information to be addressed with interviews of employees who have knowledge related to complaint for unpaid wages regarding hearing pending before the NJ Division of Wage and Hour Compliance.	2.50	437.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/18/22	Michael A. Oppici	Review and Assess information regarding potential exposure with respect to award for unpaid wages related to complaint pending before the NJ Wage and Hour Compliance Unit and draft email Memorandum to client regarding factual basis germane to the employee's allegations and consideration of issues for possible resolution.	1.70	297.50
07/18/22	Michael A. Oppici	Office conference with G. Frino regarding information obtained through review of documents provided by client related to employee wage and hour claims for memorandum to client.	0.60	105.00
07/19/22	Michael A. Oppici	Travel to and from client offices for interview of witnesses for hearing before the NJ Division of Wage and Hour Compliance.	1.00	175.00
07/19/22	Michael A. Oppici	Conduct interviews of personnel with information related to employees' claims for unpaid wages related to hearing that is pending before the NJ Division of Wage and Hour Compliance.	9.50	1,662.50
07/19/22	Michael A. Oppici	Assess issue regarding interview of employee for telephone conference with J. Williams related to complaint for unpaid wages pending before the NJ Division of Wage and Hour Compliance.	0.30	52.50
07/19/22	Michael A. Oppici	Review and assess client's timeline related to employee's absences and sick time.	0.40	70.00
07/20/22	Michael A. Oppici	Review and assess information provided by client related to claim for unpaid wages.	2.00	350.00
07/20/22	Michael A. Oppici	Review and analyze documents related to complainant's employment for hearing before the NJ Division of Wage and Hour Compliance.	0.60	105.00
07/20/22	Michael A. Oppici	Review and analyze employee's yearly attendance calendar for period of her employment with the District.	1.00	175.00
07/20/22	Michael A. Oppici	Initiate review and analyze client's email related to employee's job performance and attendance issues.	1.20	210.00
07/20/22	Michael A. Oppici	Review and analyze provisions of collective negotiations agreement related to jurisdiction for violations of agreement's sick leave and wages with respect to allegations by employee for unpaid wages.	1.20	210.00
07/20/22	Michael A. Oppici	Assess information obtained from documents and interviews of employees related to complaints filed for unpaid wages regarding hearing to be conducted by the NJ Division of Wage and Hour Compliance and engage in office conference with J. Williams and G. Frino regarding same.	2.00	350.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Amount</u>
07/20/22	Michael A. Oppici	Telephone conference with counsel for employees related to complaints for unpaid wages and pending hearing.	0.30	52.50
07/20/22	Michael A. Oppici	Review and analyze offer of settlement by counsel for employees regarding claim for unpaid wages and draft email memorandum to J. Williams and G. Frino regarding same.	0.50	87.50
Total			81.80	\$ 14,283.50

FEE SUMMARY

<u>Timekeeper</u>	<u>Title</u>	<u>Hours</u>	<u>Hrs At</u>	<u>Rate</u>	<u>/Hrs</u>	<u>Total</u>
Michael A. Oppici	Partner	79.70		175.00		13,947.50
Paola A. Rodriguez	Para/Legal Asst	2.10		160.00		336.00
Total Professional Fees					\$	14,283.50

DISBURSEMENTS

<u>Date</u>	<u>Description</u>	<u>Total</u>
07/31/22	Legal Research - Vendor - West (West Group)	113.76
	Reproduction	191.70

Total Disb.	305.46
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Fees	\$ 14,283.50
Disbursements	\$ 305.46

CURRENT INVOICE DUE**\$ 14,588.96**

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DeCotlis, FitzPatrick, Cole & Giblin, LLP

OFFICE

61 S. PARAMUS RD., SUITE 250

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Invoice Date: 08/11/22

Fed ID #31-1425096

File No. 16-005.1
Invoice No. 255106

Harold E. Kennedy, Jr.
Business Administrator/Board Secretary
Elizabeth Board of Education
500 North Broad Street
Elizabeth, NJ 07201

For Professional Services Rendered Through 7/31/22.

Total Professional Fees	\$	14,283.50
Total Disbursements	\$	305.46
Total Amount Due	\$	<u>14,588.96</u>

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