



LENOX LAW FIRM

RESPONSE TO REQUEST FOR PROPOSAL

To provide for legal services as Board Attorney to the Lacey Township Board of Education for the period of July 1, 2020 to June 30, 2021

Submitted to:

Patrick S. DeGeorge, School Business Administrator\Board Secretary
Lacey Township Board of Education
200 Western Blvd.
Lanoka Harbor, NJ 08734

Submitted by:

Patrick F. Carrigg, Esq.
Michael A. Pattanite, Jr. Esq. and
Lenox, Socey, Formidoni, Giordano, Carrigg, Lang & Casey, Esqs.
136 Franklin Corner Road, Unit 2B,
Lawrenceville, New Jersey 08648

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EXHIBITS

- A. Resumes of Patrick F. Carrigg, Esquire and Michael A. Pattanite Jr. Esq.**
- B. Lenox Law Firm Resume**
- C. List of Public School Clients**
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- F. Certificate of Liability Insurance**
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I. SCHOOL BOARD REPRESENTATIVE EXPERIENCE

The Lenox Law is pleased to offer our proposal for legal services to the Lacey Township Board of Education. If selected, our attorneys will provide the Lacey Township Board of Education with competent, cost-effective, representation to achieve the Board's goals, and assist in abating the myriad of risks facing New Jersey Public Schools.

Our Firm has been providing Education Law related services to public boards of education throughout New Jersey since 1991. The Firm's attorneys currently hold the following public school appointments:

1. Mt. Ephraim Public Schools – Board Attorney all areas
2. Hamilton Township Board of Education – Board Attorney all areas
3. Berkeley Township Board of Education – Labor and Employment Counsel
4. Lawrence Township Public Schools – Special Education Counsel
5. Salem City Board of Education – Special Education Counsel
6. Jamesburg Board of Education – Board Attorney all areas
7. South River Board of Education – Labor Counsel
8. South Orange-Maplewood Board of Education – Labor and Employment and Overflow Counsel

Public Board Representation

The attorneys of the Lenox Law Firm have significant experience representing public boards of education in all matters involving the nuance of Board operations and board member role and responsibility.

The Firm's expertise extends to issues under the OPMA, OPRA, School Ethics Act, Public School Contracts Law, HIB, Title 18A, Ch. 6A, Robert's Rules of Order, and the Tort Claims Act. We maintain an active presence in the school law community as Mr. Carrigg is an active officer with the New Jersey Association of School Attorneys. In that role, he presents biannually at the School Law Forums. In addition, he has presented on multiple occasions for the New Jersey Public School Relations Association.

We monitor legislation and provide legal updates and presentations to ensure Boards and their administrators are aware of developments in the law.

Public Sector Labor and Employment Law

The attorneys of the Lenox Law Firm have extensive experience representing public entities in all aspects of the Labor and Employment Law.

Our Firm's traditional labor law practice involves the representation of employers in: collective bargaining negotiations; scope of negotiation proceedings; contract compliance and administration; grievance arbitrations; civil service matters; union campaigns and elections; employee disciplinary matters; furlough plans, layoffs, reductions in force; wage and hour matters; police and fire interest arbitration; shared services and consolidation of government operations; and administrative proceedings before the Public Employment

Relations Commission, Office of Administrative Law, and others agencies.

The attorneys in our Labor and Employment Practice Group specialize in the representation of public schools and board members in all aspects of employment litigation. In this context, the Lenox Law Firm handles all aspects of litigation in all trial and appellate courts including matters arising under: the federal Civil Rights Act/Title VII, the ADEA, the FSLA, the ADA, CEPA, ERISA, OSHA, WARN, the New Jersey Wage and Hour Law, and the New Jersey Law Against Discrimination, encompassing claims of race, age and sex discrimination, sexual and other workplace harassment, wrongful termination, retaliatory discharge, and "whistleblower" allegations. We also handle matters involving breach of employment contract and post-employment\employee separation agreements.

Finally, our Firm's Labor and Employment attorneys regularly provide advice and counsel with regard to the various state and federal regulations concerning employee leaves and accommodations. Our attorneys provide training in personnel best practices and anti-discrimination/harassment training to managerial and rank-and-file level employees.

Firm Experience with Special Education and Student Matters

Currently, Mr. Carrigg and Mr. Pattanite are the appointed special education counsel to Hamilton Township Board of Education, Salem City Board of Education, Mt. Ephraim Board of Education, and Lawrence Township Public Schools. The Firm has been retained by Summit Risk Services and currently serves as counsel in special education litigation for Ocean County Vocational Technical Schools, Monroe Township Board of Education, South Brunswick Board of Education, Monmouth County Vocational Technical Schools, Henry Hudson Regional Board of Education, Princeton Board of Education, Keansburg Board of Education, and Neptune Board of Education. In the capacity as special education counsel, Mr. Carrigg and Mr. Pattanite have defended Petitions for Due Process, Mediation Complaints, complaint investigations before the New Jersey and United States Departments of Education and investigations by the Office of Civil Rights. Additionally, Mr. Pattanite has successfully mediated over 200 special education cases utilizing the process specified by the Department of Education.

The Firm has significant experience in the handling of student matters including discipline, Harassment, Intimidation, and Bullying, residency, and various other student matters. Mr. Carrigg has tried two school harassment cases brought under the Law Against Discrimination to jury verdicts in favor of defendant school districts. He has also lectured in the area of special education pitfalls, general school discipline and due process requirements, HIB, Title IX, and discipline for conduct off school grounds. Further, he has represented school boards in dozens of Board-level disciplinary hearings, HIB appeals, and defended board decisions as to discipline and HIB through further appeals before the Office of Administrative Law and Commissioner of Education.

Our interaction with the aforementioned districts has given us insight into the variety of ways a board, its administrators, teachers, and staff can approach an issue. One of the major advantages of the Lenox Law Firm is the experience of having

litigated hundreds of special education, student, employment, and student injury claims in the Federal, Superior, and Administrative Law Courts of New Jersey. Our knowledge and experience of how education matters ultimately conclude in the various courts allows us to quickly provide competent advice and guidance to your District when issues first arise.

i. Overview of Firm and Designation of Counsel

The Lenox Law Firm is a Mercer County based defense firm that was established in 1922. Our firm provides counsel and litigation services in the areas of Title 18A and special education law, general litigation, workers' compensation, corporate and municipal representation, real estate, and trusts and estates. We employ 14 attorneys, including three certified civil trial attorneys, and a support staff of 12 office and clerical workers. Our Lawrenceville, New Jersey office provides a central location that has enabled us to provide legal services to public boards of education throughout the State. Further, our proximity to the State Capitol has proven valuable when dealing with the administrative agencies located in Hamilton and Trenton.

We believe in the assignment of two attorneys to school districts so the Board and District's unique needs are met. Partner, Patrick F. Carrigg, Esq., will be primarily responsible for your District. Patrick has been named to the New Jersey Rising Stars list as one of the top up-and-coming education law attorneys in New Jersey every year since 2013 in the area of Education Law. Partner, Michael A. Pattanite, Jr. Esq. will also be responsible to your District. Michael has been named a New Jersey Rising Stars list in education law every year since 2018.

The Lenox Law Firm prides itself on constant communication with the client, so issues are dealt with proactively. Designation of two partner counsel ensures the District's actions are always informed by a sound legal basis.

ii. Associate Counsel

Mr. Carrigg will be assisted by Michael A. Pattanite, Esq., in matters involving special education and Board governance. Mr. Pattanite is an expert in matters falling under the IDEA and has handled hundreds of petitions for due process and OSEP complaint investigations.

iii. Staff and Clerical Services

The Lenox Law Firm employs 12 clerical staff members. Attorneys have dedicated assistants that are trained to respond to the needs of clients. By virtue of our firm's integrated technology system, all attorneys associated with the Lenox Law Firm, are available remotely within minutes of an initial communication. Our firm is well versed and experienced in the use of trial presentation software and use of electronically stored information. In an evolving situation where immediate advice and guidance is crucial, the Lenox Law Firm recognizes the importance of accessibility in the operation and administration of a successful school district.

The Labor and Employment Law Practice Group's dedicated first legal assistant and paralegal is Danielle Knapp and the second legal assistant is Victoria Leski.

ii. Firm Background and Experience with Education Law

As a School Board Firm, we provide day to day advice and guidance to Boards and the administration to assist with the daily operations of New Jersey School Districts relative to various issues. Mr. Carrigg has served as chief negotiator for multiple school boards that have reached 12 agreements with their bargaining units over the last five years. Mr. Pattanite has helped legally manage special education departments through the implementation of new programs including a self-contained program and preschool disabilities program.

The following highlight some of Mr. Carrigg's and Mr. Pattanite's experience representing boards of education law matters:

- Mr. Carrigg is the designated speaker at the Spring School Law Forum on issues related to COVID-19;
- Provided advice and guidance regarding education law matters to the Mt. Ephraim Board of Education;
- Served as Chief Negotiator for Hamilton Township Board of Education and reached an agreement with the teachers association in June 2019;
- Served as Chief Negotiator for the South Orange-Maplewood Board of Education in its negotiations its teachers association and administrators association resulting in agreements with both units in Spring 2019;
- Successfully eliminated an unlawful supplemental sick leave provision from the teachers association contract in South Orange-Maplewood through a scope of negotiations petition before PERC;
- Served as Vice President of the South-Central District to the New Jersey Association of School Attorneys;
- Retained by Mercer County in March 2019 to serve as counsel in grievance arbitration matters and continue to represent the County's interests in grievance matters and Superior Court litigation;
- Obtained dismissals as a matter of law without payment by the school boards in Superior Court lawsuits involving claims of age discrimination and gender discrimination;
- Resolved over 40 special education Petitions for Due Process and requests for mediation;
- Negotiated the resolution of special education matters including placement of student's out of district, and returning students to in District programs from out of district placements;
- Gave the following school law presentations:
 - Title IX and HIB – Fall School Law Forum, October 2019
 - Murphy Administration Progressive Employment Legislation,

Xtreme CLE Mercer County,

- Know Your Communication Limits: Privacy Interests vs. Public Relations – New Jersey Public School Relations Association, April 4, 2019
 - School Discipline – Monroe Township School District Administrators, March 18, 2019
 - Common Pitfalls in Special Education - Monroe Township School District Administrators, December 13, 2018;
 - School Ethics, February 2019, Mt. Ephraim Board of Education
- Resolved a clarification of unit petition that preserved the School Board's decision to create a confidential position that was not affiliated with any bargaining units;
 - Defended a District in a claim for reemployment by a non-renewed non tenured teacher;
 - Defended multiple unfair labor practice matters before the Public Employment Relations Commission.

In addition, the Firm maintains an active litigation practice in defense of public boards of education that provides the unique experience of knowing what ultimately matters to judges and juries. This experience provides insight into what actions could have prevented public boards from exposing themselves to liability and protracted litigation in the initial crucial moments of an occurrence. As part of the litigation process, we are constantly advising clients as to the appropriate legal direction while mindful of educational goals.

iii. **References**

We have attached a complete list of our representative clients over the last 10 years. In addition, we invite you to contact the following individuals for which we have provided education law related legal services:

1. Susan Lombardo, Board President, Hamilton Township Board of Education, 609-647-7785
2. Scott Rocco, Superintendent, Hamilton Township Board of Education, 609-631-4103
3. Katherine Attwood, Business Administrator Hamilton Township Board of Education, 609-631-4100 ext 3907
4. Rebecca Gold, Interim Director of Human Resources Hamilton Township Board of Education, 609-631-4100 option 6
5. Patricia Blaylock, Board President, Mt. Ephraim Public Schools, 609-271-0305
6. Michael Hunter, Superintendent, Mt. Ephraim Public Schools, 856-868-8813
7. Chris Eberly, Business Administrator, Mt. Ephraim Public Schools, 856-931-7807 ext. 6054
8. Anne Marie Maini, Board President, South Orange-Maplewood Board of Education, 646-226-8790

9. Paul Roth, Business Administrator, South Orange-Maplewood Board of Education, (973) 762-5600 x1801
10. Jennifer Bacchione, Board President, Berkeley Township Board of Education, 732-674-4989
11. Dr. James Roselli, Superintendent, Berkeley Township Board of Education, 732-269-2321
12. Laura Gingerelli, Business Administrator, Berkeley Township Board of Education, 732-269-2321 x. 3205

II. REPRESENTATION OF PUBLIC BOARDS OF EDUCATION IN LITIGATED MATTERS

In addition to in-house appointments, Mr. Carrigg and Mr. Pattanite actively represents public entities in litigated matters involving public employment. Currently, Mr. Carrigg serves as special counsel for the County of Mercer for grievances arbitration and represents the County in litigated matters arising under the Law Against Discrimination and Conscientious Employee Protection Act. Presently, he represents the following Boards of Education in Superior Court or Federal District Court through assignment by Summit Risk Insurance:

1. Woodbridge Board of Education
2. Bridgewater-Raritan Board of Education
3. Bridgeton Board of Education
4. Hamilton Township Board of Education
5. Jamesburg Public Schools
6. Monroe Township Board of Education
7. Trenton Board of Education
8. Middlesex Borough Board of Education
9. Monmouth County Vocational School District
10. Neptune Board of Education
11. Edison Board of Education
12. Salem City Board of Education
13. Mansfield Township Board of Education
14. Somerset Educational Services Commission
15. Middletown Township Board of Education

III. FEE SCHEDULE PROPOSAL

New Jersey Ethics Rules require that we prepare a retainer agreement at the outset of all new client relationships. Upon retention of our services, a professional services agreement memorializing our attorney-client relationship will be provided. Our fee schedule proposal is at an hourly rate for all legal services to be billed in tenth (1/10) of an hour increments at the following rates:

Category of Work	Rate
All legal services including research, writing, meetings and conferences with Board members, personnel and administration, and appearances at court, mediation, arbitration, trial, and other legal work as is necessary	\$160\hr all attorneys
Travel to the schools other than for attendance at regular Board meetings	½ the hourly billing rate
Attendance at Board of Education Meetings	\$350 flat fee
Reimbursement for Costs and Expenses such as filing fees, investigator costs, transcript costs, expert fees, witness fees, service charges and the like, Federal Express and messenger charges where the use of a messenger is necessary to meet the client's requirements	Reimbursement will be for all costs and expenses excluding routine copying. Where a cost will be incurred, the District point of contact will be notified. Discounts and rebates will be passed on to the Board of Education.

We note the following significant points relative to billing:

- Bills will be submitted on a monthly billing cycle or on a cycle agreed upon with the Board of Education.

IV. INSURANCE

A policy of insurance has been issued by Beneficial Insurance Services with a policy limit of \$3,000,000. Please see copy of the declarations page, attached hereto as **Exhibit B**.

V. NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Please see New Jersey Business Registration Certificate, a copy of which is attached hereto as **Exhibit C**.

VI. MANDATORY EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE

Please see Certificate of Employee Information Report, a copy of which is attached hereto as **Exhibit D**.

VII. AFFIRMATIVE ACTION REQUIREMENTS

Please see Affirmative Action Questionnaire, a copy of which is attached hereto.

VIII. STOCKHOLDER DISCLOSURE STATEMENT

Please see Stockholder Disclosure Statement, a copy of which is attached hereto.

IX. VENDOR QUESTIONNAIRE/CERTIFICATION

Please see Vendor Questionnaire/Certification, a copy of which is attached hereto.

X. CHAPTER 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Please see Chapter 271 Political Contribution Disclosure Form, a copy of which is attached hereto.

XI. NON-COLLUSION AFFIDAVIT

Please see Non-Collusion Affidavit, a copy of which is attached

XII. CONCLUSION

The Lenox Law Firm will bring its proven history of competent representation to meet the particular needs of the Lacey Township Board of Education. Our primary goal is to provide you with timely access to competent representation through information and clear answers so as to achieve a well-coordinated and effective school district. We are confident that the Lenox Law Firm, with its experience in School Law continues to be the best law firm to provide services to the Lacey Township Board of Education.

Exhibit A

Patrick F. Carrigg

136 Franklin Corner Rd., B2
Lawrenceville, NJ 08648

Phone (732) 241-5212
E-mail: pcarrigg@lenoxlaw.com

Bar Admission New Jersey, Admitted 2005

New York, Admitted 2007

Experience **Lenox, Socey, Formidoni, Giordano, Carrigg, Lang & Casey, Esqs., Lawrenceville, NJ**

Partner, Sep 2011- Current

Associate, Sep 2006 - Sep 2011

- Serve as general counsel and labor counsel to multiple boards of education.
- Defense litigator and trial attorney. Eight defense jury verdicts out of eight jury trials.
- Argued before the New Jersey Supreme Court in L.A. v. Trenton Bd. Of Educ., 221 N.J. 192 (2015). Tried case to defense verdict on remand.
- Lectures: “HIB and Title IX”, October 2019; “Murphy Legislative Update”, October 2019; “HIB Update”, October 2019; “Employee Separation”, June 2018; “School Discipline for Conduct off School Grounds”, October 2017; “Accessibility under the ADA and LAD”, June 2017 and September 2017; Employment Law Mock Trial, Boardwalk Seminar, 2012.
- Publications: Website Accessibility; School Leader, November 2017

South Orange-Maplewood Board of Education

Labor Counsel and Special Overflow Counsel, February 2018-Present

- Serve as Labor Counsel, conflict and business overflow counsel.

Hamilton Township Board of Education, Hamilton, New Jersey

Board Solicitor, October 2014 - Present

- **Serve as General Counsel for all legal matters and serve as chief negotiator in labor negotiations.**

Mount Ephraim Public Schools, Mt. Ephraim, New Jersey

Board Solicitor, July 2014 - Present

- **Serve as General Counsel for all legal matters and serve as chief negotiator in labor negotiations.**

Berkeley Township Board of Education, Berkeley Township, New Jersey

Labor and Employment Counsel, July 2015-Present

Special Education Counsel July 2019 - Present

- **Serve as Labor Counsel** and serve as chief negotiator in labor negotiations.

Jamesburg Board of Education, Berkeley Township, New Jersey

General Counsel, January 2020 - Present

- Appointed at Board's 2020 Reorganization meeting. Serve as General Counsel for all legal matters.

NJ Superior Court, Middlesex Vicinage, the Honorable Nicholas J. Stroumtsos, Jr.

Judicial Clerk, Sep 2005 - Aug 2006

Education

Seton Hall University School of Law, Newark, NJ

Juris Doctor, *Cum Laude*, 2005

- Seton Hall Law Dean's Scholar

Rutgers University School of Business, New Brunswick, NJ

B.S. Marketing, *Cum Laude*, 2002

- Rutgers Outstanding Scholar, Edward J. Bloustein Distinguished Scholar

Memberships

- New Jersey Association of School Attorneys, Vice President Central New Jersey 2018-2020
- District VII Ethics Committee, 2014-17, Reappointed September 2017
- Mercer County Bar Association, Monmouth County Bar Association

136 Franklin Corner Rd., B2
Lawrenceville, NJ 08648

Phone (609) 896-2000
E-mail: mpattanite@lenoxlaw.com

Michael A. Pattanite, Jr.

Bar Admission **New Jersey, Admitted 2010**

Pennsylvania, Admitted 2010

Experience

Lenox, Socey, Formidoni, Giordano, Cooley & Casey, LLC, Lawrenceville, NJ

Partner, Sep 2016- Current

Associate, Sep 2011 – Aug 2016

- Manage all aspects of litigation through trial of education law, employment law, public entity defense, personal injury and medical malpractice cases.
- Specializes in defense of school districts in special education matters before Administrative Courts throughout the state
- Obtained a defense jury verdict in all cases that have been tried to a verdict.

Hamilton Township Board of Education, Hamilton, New Jersey

Special Education Counsel, October 2014 – Current

- Serve as Special Education Counsel for all legal matters before the New Jersey Department of Education New Jersey Office of Administrative Law, and United States Department of Education.

NJ Superior Court, Burlington Vicinage, the Honorable M. Patricia Richmond, J.S.C.

Judicial Clerk, Sep 2010 – Aug 2011

- Analyzed procedural and substantive motions involving numerous areas of civil law, particularly personal injury, medical malpractice, and insurance coverage.
- Drafted opinions supporting decisions at the trial court level.

Education

Widener University School of Law, Wilmington Delaware

Juris Doctor, *Cum Laude*, 2010

- Dean's Scholar
- Member of Moe Levine Mock Trial Team/Member of Moot Court Honors Society
- Criminal Defense Clinic in Spring 2010.

Gettysburg College, Gettysburg, PA

B.S. Economics; B.A. Management 2007

- 4 year letter winner in wrestling, two time NCAA qualifier
- President of Student Athlete Advisory Committee
- Member of Phi Gamma Delta fraternity

Memberships

Mercer County Bar Association; Mercer County Inn of Court; Current assistant wrestling coach at Holy Cross High School, Delran, NJ.

Exhibit B

PATRICK F. CARRIGG

BAR ADMISSIONS: State of New Jersey, 2005
U.S. District Court, District of New Jersey, 2005
State of New York, 2007

PUBLIC POSITIONS: Hamilton Township Board of Education Solicitor
Mt. Ephraim Board of Education Solicitor
Berkeley Township Board of Education Labor and Employment Counsel

EDUCATION: Rutgers School of Business, B.S., 2002 (cum laude)
Seton Hall Univ. School of Law, J.D., 2005 (cum laude)

Law Clerk to the Hon. Nicholas J. Stroumtsos, Jr., J.S.C.,
Superior Court of New Jersey,
Civil Division, 2005-2006

PROFESSIONAL AFFILIATIONS: Mercer County Bar Association
Member District VII Ethics Committee

LECTURER: "Discipline for Conduct Off School Grounds" –School Law Forum
"Website Accessibility for Schools" –School Law Forum
"Employment Law Mock Trial" – NJAJ Boardwalk Seminar

MICHAEL A. PATTANITE, JR.

BAR ADMISSIONS: State of New Jersey, 2010
State of Pennsylvania 2010
U.S. District Court, District of New Jersey, 2010

EDUCATION: Gettysburg College, B.S., 2007
Widener University School of Law, J.D., 2010 (cum laude)

Law Clerk to the Hon. M. Patricia Richmond, J.S.C.
Superior Court of New Jersey,
Civil Division, 2010-2011

PROFESSIONAL AFFILIATIONS: Burlington County Bar Association

CASEY P. ACKER

BAR ADMISSIONS: State of New Jersey, 2015
State of New York, 2013
Commonwealth of Massachusetts, 2012

EDUCATION: SUNY Fredonia, B.A., 2008
Roger Williams University School of Law, J.D., 2012

PROFESSIONAL AFFILIATIONS: Mercer County Bar Association, Mercer County American Inn of Court

REPRESENTATIVE CLIENTS: Hamilton Township Board of Education; Mt. Ephraim Board of Education; Mid Jersey Joint Insurance Fund; Summit Risk; Coverys; University of Medicine and Dentistry of New Jersey; MD Advantage; NJ Pure; Trinity-Health; St. Francis Medical Center; Our Lady of Lourdes; PIC Wisconsin; Preferred Physician's Insurance Company; Capital Health Systems, Inc.; Geico; New Jersey Manufacturers Insurance Company; USAA; Selective Insurance Company of America; First Trenton Insurance Company; General Motors Corp.; GE Astro Space Division; United States Steel; Hanover Insurance Co.; Pepsico; The Goodyear Tire & Rubber Co.; Protective Insurance Co.; Consolidated Freightways; Millers Mutual Insurance Co.; Travelers Insurance Co.; Children's Home Society of New Jersey; John Deere Co.; Crawford & Co.; Van Dorn Machinery; Universal Underwriters; Empire Insurance Co. Fire & Marine; K-Mart; New Jersey School Insurance Group; Empire Fire & Marine; Scibal Adjusters; Motors Insurance Company; Goodville Mutual; Universal Equipment Corporation; GMAF; Public Alliance Insurance Fund.

Counties of Practice:

New Jersey: Atlantic; Bergen; Burlington; Camden; Cape May; Cumberland; Gloucester; Hudson; Hunterdon; Mercer; Middlesex; Monmouth; Ocean; Somerset; Salem and Warren.

Pennsylvania: Bucks

Nicholas J. Repici, Esq.

Partner, Nicholas J. Repici, is a member of the firm's Labor and Employment Law; Public Entity Defense; Education Law; and Land Use, Planning and Zoning Law Practice Groups. Mr. Repici has served as Labor Counsel, General Counsel and Special Litigation Counsel for numerous municipalities, counties, authorities, school boards and other public entities throughout New Jersey and Eastern Pennsylvania.

Mr. Repici has extensive experience handling public and private sector collective bargaining negotiations, grievance arbitrations, unfair labor practice proceedings and employee disciplinary matters. He also regularly represents management in all types of employment litigation matters including claims involving discrimination, harassment, hostile work environment, wrongful termination, wage and hour laws, whistle-blower activity, restrictive covenants and trade secrets. In addition, Mr. Repici counsels employers regarding workplace policies and procedures, employee leave issues and wage and hour compliance.

He handles complex commercial litigation involving: commercial real estate and land use matters, construction matters, contract and business disputes, fraud and misrepresentation and public contract and bid protests.

Mr. Repici's education law practice includes representing universities, public school districts and charter schools in matters involving tenure dismissal, non-renewal, employee disciplinary actions, employment litigation, public records disclosure, public meeting compliance, public bidding, board governance and ethical issues.

Mr. Repici is the Vice Chairman of the Board of Trustees for the Durand Foundation and serves as an Executive Board Member for the Moorestown Youth Baseball Association.

Bar Admissions:

State of New Jersey, 2005

United States District Court for the District of New Jersey, 2005

Commonwealth of Pennsylvania, 2006

United States District Court for the Eastern District of Pennsylvania, 2010

Education:

Stockton University, B.A., 1998

Seton Hall University School of Law, J.D., 2004

Casey R. Langel, Esq.

Casey Langel is a partner in the Lenox Law Firm where he started his career after serving as the Law Clerk for Burlington County Superior Court Judge M. Patricia Richmond following his graduation from Temple University Beasley School of Law in 2009.

His litigation and counseling experience are wide ranging. He has substantial education law experience, representing school districts, colleges, and universities in all aspects of discrimination claims, commercial and personal injury disputes, labor matters, risk management, and in the negotiation and drafting of coaching contracts.

In addition, he represents a state high school athletic association in matters relating to a wide range of controversies. His clients also include public and private sector companies that he regularly represents in contract and employment law matters. He has also conducted training sessions for corporate clients and in the defense of discrimination claims before administrative agencies and in state and federal courts. He has also represented clients in real estate and commercial disputes both pre-litigation and in litigation.

Admissions:

New Jersey 2009

Pennsylvania 2009

United States District Court for the District of New Jersey 2010

Education:

Temple University Beasley School of Law, J.D. 2009

Colgate University, B.A., 2004

Exhibit C

Date Case Opened	Name of Case	Date Case Closed	Total Hours Billed	Type of case/Resolution
January 2012	Abdullah v Trenton Charter	8/12	30	Assault – settled
March 2012	Perri/Caruso v Keyport	9/12	150	Violation Family Leave Act – settled
	Kelly v Lawrence Township	12/16	100	18A – Educational licensing issue MSJ for Defendant; remanded for further issues
	Benjamin v Winslow Township	4/13	47	Defamation claim, dismissed
June 2012	Popovich v East Windsor	10/15	200	Employment discrimination - settled without payment
October 2012	Gleason v Burlington County Institute	8/14	80	Employment discrimination – settled without payment
	Smith v Trenton Board of Education	7/13	20	Returned to BOE without payment
November 2012	Finocchario v Gloucester	10/14	48	Physical injury negligent supervisions - settled
	Vona-Foley v BCIT	10/15	200	Employment discrimination - Settled on eve of trial
	Viveiros v Gloucester	11/13	115	Employment discrimination – settled
	White v Atlantic City	8/15	150	Slip and fall - settled on eve of trial
December 2012	Duddy v. Bound Brook	3/13	91	Employment discrimination– settled without payment
	Betancourt v Camden	4/14	100	Employment discrimination - settled at mediation
	Joyce v Somerdale	12/12	11	18A employee payment claim - defense verdict (bench)

	Skwirut v Salem	3/13	22	Sexual assault – dismissed without payment
January 2013	Paoli v Leap Academy	8/13	100	Employment discrimination – settled without payment
	Davis v Pennsauken	3/14	75	Personal injury – settled
	Brown v Lawrence	6/16	29	EEOC – dismissed
	Bailey v Pleasantville	10/14	120	Malicious prosecution - settled at eve of trial
February 2013	Montanelli v Manchester	9/13	19	PERC/EEOC – dismissed
	Kanka-Harvey v Trenton BOE	4/13	15	Employment discrimination – settled without payment
	Howell v Winslow	5/13	14	PERC/negligence – dismissed on motion
March 2013	Morales v Vineland	5/15	45	Physical injury – settled
	Pisano v Delaware Valley Regional	11/16	50	Employment discrimination – dismissed
	Davis v Bridgeton	2/17	450	Employment discrimination – settled after opening statement
	Cole-Guedes v Cape May	2/14		Special Education- dismissed
April 2013	Garrett v Bridgeton	2/14	80	Employment – settled at mediation
May 2013	Brady v DUE	10/15	350	Employment discrimination – settled second day of trial
	Levine v Monroe Township	8/16	390	Personal injury - settled
	Soler v Long	6/15	100	Assault – settled
	In re Bryson	9/15	50	EEOC – dismissed

July 2013	Dotson v Camden City VOC	3/14	4	MVA – no suit filed
	Kobielnik v West Cape May	4/15	320	Employment – dismissed on motion for summary judgment
	Miller v Vineland	9/15	300	Slip and fall – settled at mediation
August 2013	Wurst v Gloucester	2/14	12	Breach of contract - withdrawn
	Luna-Ramos v Leap Academy	6/14	55	Physical injury – settled
September 2013	Smith v Greater Brunswick	4/14	15	Personal injury - settlement
	Howard v Lawrence	12/16	275	Slip and fall – settled
October 2013	Miterotonda v Elizabeth	8/14	55	Discovery only
	Valentin v Camden	10/14	14	Investigation/Friendly only
	Meisner v Rancocas	5/15	190	Employment Discrimination– settled
November 2013	Toole v BCSSSD	11/14	100	Drowning – settled pre-suit
	Pabon v Lebanon Borough	11/15	190	Physical injury – settled
	Starr v Murray	7/14	45	Employment discrimination- dismissal
	Jackson v Murray	12/14	23	Employment discrimination – dismissed
December 2013	JF v West Deptford	11/16	272	Employment discrimination – settled
	Rivera v Perth Amboy	4/16	290	Employment discrimination – settled at trial
	Stone v Winslow	12/14	50	Disability discrimination – settled
February 2014	Rodriguez v New Brunswick BOE	5/16	50	Slip and fall – settled
	Johnson v Woodland	6/16	72	Negligent supervision - settled

	Gordon-Lettrean v Camden	Dismissed	10	Employment discrimination-- DCR pending
	Carmen v Perry	3/14	31	Assault -- settled
	Koza v Deerfield Twp.	Settled	373	Employment -- discrimination
	D.M. v Salem	1/15	25	Special Education - dismissed
March 2014	Dauber v Hartman	6/14	.3	Ethics complaint - dismissed
	Brandt v Murray	9/15	40	Employment discrimination -- dismissed
	Varnelas/Baldwin v Murphy	1/18	430	HIB/negligence
	Colon v Pleasantville	6/16	190	Assault -- Settled
	Price v Mansfield	8/16	32	Employment discrimination - settled
	Polk v Winslow Twp.	Dismissed on SJ -- 9/17	109	Injury on bus
May 2014	Borrello v Elizabeth	9/16	151	Employment decision -dismissed on motion
	Burgin v Buena	8/16	50	Physical injury -- dismissed
	Howard v Pleasantville	11/16	131	Physical injury -- dismissed
June 2014	Gilmartin v Middletown	6/16	185	HIB/assault -- settled
	Burde-García v Berkley	9/16	50	Employment discrimination -- settled
	Anderson v Trenton BOE	1/15	35	Slip and fall -- settled
	Ferriter v Perth Amboy	Settled	310	Employment Discrimination
	McClary v Somerset	Transferred / Pending	111	Personal injury / NJCRA
	L.T. v. BCSSD	1/15	50	Special education - dismissed on motion
August 2014	Carabello v Camden	8/14	2	Discovery only, investigation
	Giambri v Sterling High School	2/16	50	18A benefits entitlement -

				settled
	Tucker v BCIT	Closed	40	EEOC
	Hoffman v Perth Amboy	1/15	21	Employment discrimination—dismissed on motion
	G.H. v. Salem	6/16	250	Personal injury and HIB – settled
September 2014	Gomez v New Brunswick	1/17	280	Physical injury – settled
October 2014	V.S. v. BCIT	2/17	135	HIB – settled
	S.D. v. Spotswood	2/17	156	HIB – settled pending friendly
December 2014	Jackson v. Morris	Dismissed on SJ	82	HIB /assault pending MSJ
	D.B. v. West Deptford	Settled	150	HIB – settled pending Friendly
January 2015	Deickmann v. Keansburg	9/15	50	Employment discrimination – settled
	Cordero v. Vineland	Settled	300	Physical Injury-settled pending Friendly
February 2015	Oliver v. Pennsauken	Settled	618	Assault
	J.P. v. Lawrence	Transferred	343	Negligent Hiring and Sexual Assault
	Amaya v. Jersey City	1/16	50	Repayment of sick days - settled
	Martinos v. Brick	Settled	210	Personal injury
	Vick v. Trenton BOE	10/15	32	Employment Discrimination—settled
May 2015	Janssen/Gomula v Pinelands	Dismissed	49	HIB appeal
	Willis v Bridgeton	Dismissal with Prejudice	58	Termination of non-tenured employee
June 2015	Rheault v Buena Regional	2/21	84	Physical injury - dismissed on motion
	Leyman v Bridgeton BOE	Settled	151	Employment discrimination
July 2015	Bracetty v Trenton	10/16	31.3	Assault – dismissed

	Wyzykowski v. Berkley Twp.	7/16	89	Employment discrimination – settled
August 2015	Davis v Trenton BOE	11/16	48	Slip and fall – settled
	Ryan Conely (RC) v. Magnolia	Dismissed	158	HIB
	Miller v. Leap Academy	1/16	65	Employment discrimination– settled
	Abdelmalak v. Trenton BOE	Dismissal/Settled on appeal	79	Dog bite
September 2015	Mayer v. Trenton BOE	Settled	76	Personal injury
	NJSB v. Meadowbrook	Settled	148	Insurance Subrogation
	NT v. Hamilton BOE	Pending	40	Employment discrimination– DCR pending
October 2015	Rivera v. Trenton BOE	10/16	31	Physical injury – dismissed without payment
November 2015	Burns v. Foundation	2/16	15	Discovery only
	Jones v. Lawrence	Dismissed	12	EEOC
December 2016	C.H. v. BCIT	Defense verdict/affirmed on appeal	152	HIB
	Worster v. Leap Academy	1/17	60	CEPA – settled
January 2016	Perry v. Hamilton	12/16	48	Employment discrimination – Settled
	Cooper v. Montgomery	9/16	35	Employment discrimination - dismissed
February 2016	Breslin v. BCIT	1/17	42	Employment discrimination – settled
	Azarro v. Hamilton	Settled	94	Employment discrimination
	Young v. BCSSSD	6/16	48	EEOC – dismissed
	Colleton v. East Windsor	4/16	25	Special Education – dismissed

March 2016	L.K. v. Mansfield	Appeal Commissioner decision in our fair now appealed	62	Employment discrimination
	A.H. v. Monroe	1/17	50	Special Education – dismissed
April 2016	C.S. v. East Windsor	11/16	25	Special Education – settled without payment
	Kucharski v. Monroe	10/16	75	Special Education – dismissed
	U.M. v. Monroe Twp.	10/16	70	Special Education – defense verdict
	Blackshear v. DUE Season	10/16	13	Employment investigation – settled
August 2016	Frazier v. Bridgeton BOE	Dismissed	20	Employment discrimination
	Rollins v. Plainfield	Dismissed on Summary Judgment	100	Employment Discrimination
	NJ FOG v. Spotswood	12/16	45	OPRA – Settlement without payment
September 2016	Baroczi v. Delaware Valley	Pending	63	HIB
	C.V. v. Lakehurst	Settled	87	Special Education
October 2016	Coccaro v. Bridgeton	Settled	17	Employment discrimination
	Tarrant v. Hamilton	Settled	37	Employment discrimination
November 2016	Staub v. Brick	Settled	12	Employment discrimination
	J.L. V. Harrison	2/17	41	Special Education – ADA – motion for summary judgment for defendant
December 2016	Dollar v. Manchester	2/2018	26	HIB/assault
	Sestesto v. Neptune	Pending	42	EEOC
	Addison v. Rancocas	Settled	63	Employment discrimination

	Ross v. South Hunterdon	Settled	20	LAD
January 2017	Zanetti v. Hunterdon	Dismissed on Summary Judgment	6	LAD
	J.H. v. Neptune	2/17	3	Special education – settled without payment
	Armour v. Neptune	2/17	11	EEOC discrimination – dismissed
February 2017	Lianni v. BCSS	Pending	1	EEOC
April 2017	L.C. v. Rafferty	Dismissed on appeal	91	Tort / NJCRA
	A.M. v. Monroe Twp	11/17	53.4	Due Process Special Education – no payment
	P.G. v. Monroe Twp.	Settled	72.1	Due Process Special Education – no payment
July 2017	T.I. v. Monroe Twp.	Pending	180.84	Due Process Special Education – settled
August 2017	H.F. v. Chesterfield	9/30/17	35	Due Process Special Education – no payment
September 2017	W.X. v. Princeton	Dismissed	12.2	Tort and NJCRA
December 2017	S.G. v. Monroe Twp.	Settled	25	Due Process Special Education
January 2018	Lake v. Princeton BOE	Pending	5	EEOC/DOL investigation
	B.M. v. Monroe Twp.	Dismissed	25	OSEP investigation into Special Education
	Kennedy v. LEAP	Settled	20	CEPA / LAD

March 2018	Y.G. v. Lawrence	Special Education
April 2018	J.R. v. Monroe	Special Education
	V.S. v. Monroe	Special Education
	Kozak v. Monroe	Administrative Hearing
June 2018	M.G. o/b/o D.N. v. Hamilton	Law Against Discrimination
	K.W. o/b/o M.G. v. Salem	Law Against Discrimination
	Q.T. o/b/o J.T. v. Neptune	Special Education
	Petinga-Santaigo v. Trenton BOE	Employment Discrimination
	L.W. o/b/o P.W. v. Monmouth	HIB/School
July 2018	D.I. o/b/o T.I. v. Monroe	Special Education
	K.W. o/b/o M.G. v. Salem	Law Against Discrimination
	Speizer v. Monroe	Employment Discrimination
August 2018	C.R. & N.R. o/b/o E.R. v. South Brunswick	Special Education

	J.E. o/b/o C.E. v. Lawrence	Special Education
	N.B. v. Ocean County Vocational	Special Education
	Dominguez v. Bathelus	Employment
	Quinn v. Bathelus	Employment
January 2019	Schuler v. Monmouth	HIB
	Coe v. Trenton	Employment
	Spekhardt v. Middletown Township	Special Education
February 2019	Kelly Cullen v. Kingwood Twp.	Employment
May 2019	P.K. v. Lawrence	Special Education
	Anagnostos v. Middlesex	Employment
June 2019	B.A. & L.A. o/b/o M.A. v. Lawrence	Special Education
	DiDomenico v. Edison	Employment
	Yhap-Zebro v. Jamesburg	Employment

	Davis v. Monmouth	Employment
	Hopson v. Trenton BOE	Employment
July 2019	L.C. o/b/o A.C. v. Rumson	Special Education
	Tomlinson v. Hamilton	Special Education
	T.W. & J.W. o/b/o L.W. v. Spring Lake	Special Education
August 2019	Driscoll v. Lebanon	Employment
	RBP v. BOE Eastern	Employment
	Keyport v. Union	School Admin. Law
	Elmo v. Woodbridge	Employment
October 2019	G.F. o/b/o J.F. v. Lawrence	Special Education
	Catana v. Trenton	Employment
	R.A. o/b/o B.A. v. Rumson	Special Education
	Kartelias v. Bridgewater Raritan	Employment

December 2019	Johnston v. Union	Employment
January 2020	García v. Hamilton	Employment
	Markowitz v. Kravitz	Employment
	Diaz v. Trenton BOE	Employment
	Jersey City v. Learning Comm. Charter School	Special Education

Exhibit D