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June 9, 2020

Mr. Patrick S. DeGeorge
Business Administrator/Board Secretary
Lacey Township Board of Education
200 Western Boulevard
Lanoka Harbor, New Jersey 08734

RE: Response to Request for Proposal for the Position of Board Attorney – RFP 21-02

Dear Mr. DeGeorge:

Capehart Scatchard is pleased to have the opportunity to submit a proposal to continue to serve as School Board Attorney to the Lacey Township Board of Education. Enclosed are an original, one (1) copy and one (1) electronic version of our response in PDF format.

Our Firm has been representing New Jersey educational institutions for 50 years. During that time, we have been involved in representing school boards as solicitor, special counsel for special education, labor counsel, and labor negotiator. Unlike some of our competitors, who represent parents against educational institutions, we only represent educational institutions so there can be no question about where our loyalties lie. We pride ourselves in providing sound legal advice in a timely fashion and in returning telephone calls on the same day. For emergent matters, we respond immediately whether by telephone or email.

Our School Law practice area is comprised of seven (7) full-time lawyers who devote a significant portion of their practice to the representation of school boards. We have hands-on experience with some of the most pressing issues facing educational institutions including those affecting labor and employment, negotiations, special education, student discipline, domicile/residency issues, tenure rights, civil rights litigation, public contracts, school construction, discrimination, and family and medical leave. We also utilize the expertise of attorneys in our litigation, real estate, and business and tax departments when the need arises.

With respect to labor and employment law, we are experienced in handling issues specific to school districts, including but not limited to negotiations, employee discipline, tenure, non-renewal, termination, grievances, leave of absence, interpretation of collective bargaining agreements, employment discrimination and the Americans with Disabilities Act. In connection with these representations, we regularly handle labor and employment matters before governmental agencies, including the New Jersey Division on Civil Rights and Public Employment Relations Commission.

In addition, with respect to matters arising out of the Individuals with Disabilities Education Act ("IDEA"), we have extensive experience handling issues related to individualized

education programs (“IEPs”), eligibility for special education, requests for independent evaluations, requests for out of district placements, least restrictive environment, behavior management, discipline, and manifestation determinations. Similarly, we regularly provide legal advice to school districts regarding Section 504 of the Rehabilitation Act (“Section 504”), including eligibility, compliance, and development of Section 504 plans. We routinely attend IEP and 504 meetings on behalf of educational institutions and advise on writing defensible IEPs and 504 plans. We regularly navigate and provide strategic advice to school districts on complex special education issues involving students with a variety of conditions, including dyslexia, ADHD, anxiety, school phobia, autism, oppositional defiance disorder, speech and language disorders, learning disabilities, and social/emotional disabilities. Our school law attorneys are experienced in special education litigation, as we regularly defend school entities at mediation, due process and emergent relief proceedings. We are also well versed in litigating special education matters, as well as general school law issues, in State and Federal courts, including the Office of Administrative Law, and handling matters before governmental agencies, including the U.S. Office for Civil Rights and New Jersey Department of Education.

In our capacity as Solicitor, we routinely provide written legal opinions upon request. We also provide in-service trainings and presentations to administrators, teachers, child study team members, counselors, and support staff on a variety of school law issues. Our goal is to partner with boards of education and school districts to improve their processes and ensure that they are compliant with state and federal law.

Capehart Scatchard uses technology to enhance delivery of efficient, high quality service to our clients. In order to maintain the highest level of client satisfaction, we deploy a wide selection of communication tools including e-mail, desktop faxing, video conferencing, on-line collaboration, and electronic filing.

Our proposal has two primary objectives: first, to demonstrate Capehart Scatchard’s depth of experience in the substantive areas of school/education law; second, to set forth those factors which we believe will distinguish Capehart Scatchard’s legal representation from other area law firms.

Our school law practice prides itself on keeping our clients informed about developments in the law. We believe that doing so helps school districts be successful in their endeavors. In this regard, I am including several blog articles¹ our attorneys have written, including those regarding the current Coronavirus pandemic, pending bills concerning subcontracting and health benefits and employee contributions, and handouts entitled *Voting Requirements for Certain School Employment Actions* and *Special Education Timelines* which I hope the Board finds useful.

We trust that the attached materials will provide adequate information upon which to reach a favorable determination regarding the proposal submitted by Capehart Scatchard. Should you require additional information or discussion, we are available at your convenience, either in person or by telephone.

¹ Additional articles are available by visiting Capehart Scatchard’s *New Jersey School Law Blog* at <https://njschoollawblog.com>.

Thank you for your consideration of this proposal. We look forward to hearing from you soon.

Very truly yours,

CAPEHART & SCATCHARD, P.A.

A handwritten signature in black ink, appearing to be 'S. Dev' or similar, written in a cursive style.

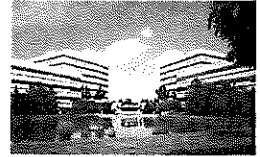
Sanmathi (Sanu) Dev

/encl.



**CAPEHART
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***Response to Request for Proposals for
the Position of Board Attorney***

RFP 21-02

Submitted to

Lacey Township Board of Education

By

Sanmathi (Sanu) Dev, Esq.

Capehart Scatchard

8000 Midlantic Dr., Ste 300S

P.O. Box 5016

Mt. Laurel, NJ 08054

(856) 234-6800

June 9, 2020

I. Technical Criteria

A. Description of Services

Respondents should list all services to be rendered with their explanation in detail on how they will provide the services and/or meet the program requirements. Respondents shall also provide evidence of how services of similar type were provided to other public/private schools in New Jersey within the past five (5) years. (Success stories only.) Respondents, by submitting a proposal acknowledge that they fully understand the scope of service, work and activity to be performed. Respondents are to provide evidence of any innovation and/or successful approach in providing the services requested.

Capehart Scatchard's School/Labor & Employment Law practice area is comprised of seven (7) full-time lawyers who devote a significant portion of their practice to the representation of school boards.

As solicitor and labor relations counsel to numerous public entities and Boards of Education in New Jersey, Capehart Scatchard has developed the depth of experience and ability to provide a broad range of legal services in labor and employment matters, including the areas of grievance/arbitration hearings, union negotiations, and matters before many state and federal agencies including the Public Employment Relations Commission (PERC) and Civil Service Commission. Capehart Scatchard's attorneys also appear on a regular basis before the federal and state courts of New Jersey in defending all types of labor and employment matters brought against public and private entity clients. We have also been deeply involved in labor contract preparation and review, public employee disciplinary hearings, policy review and drafting, the defense of claims involving employment discrimination, wrongful discharge, and compliance with the New Jersey Law Against Discrimination, CEPA, the New Jersey Family Leave Act, and the Paid Family Leave Act as well as the federal Family and Medical Leave Act, Americans with Disabilities Act, NJ SAFE Act, Civil Rights Acts and wage and hour matters.

Moreover, the diversified, full-service, business-oriented characteristic of the Firm allows us to provide legal support services reaching well beyond the public sector area, thus eliminating the cumbersome task of retaining multiple law firms for various projects. The full-service nature of our Firm allows us to refer specific matters to attorneys with particular knowledge to meet the needs of the Board.

Specifically, our Business and Tax Department has assisted in the negotiations for various leases of property to be used for school purposes, lease purchase transactions and the sale of real property. In addition, we have the Litigation and Workers' Compensation Departments available for insurance defense, contractor litigation, workers' compensation issues, and any other litigation matters. We also have broad experience in pension and employee benefit law, tax law, zoning and planning, banking, and environmental problems incident to land use and development. Indeed, with public entities facing greater exposure to environmental liability for waste disposal, asbestos, and groundwater emissions, to name a few, legal advice on environmental matters is critical to any school district.

The Firm and individual shareholders and associates are active in many public, philanthropic and community areas, as well as bar association activities. We actively support the efforts of education foundations that offer financial assistance to school district through

scholarships, funding enrichment programs and the like. We offer pro bono legal services to local parent teacher organizations. We have been contributing speakers for the New Jersey School Board Association, County School Board Associations, superintendent roundtables, and special education consortiums. Our Firm regularly attends the state and national School Board conventions. Several members serve on the boards of trustees of schools, hospitals and religious institutions. Some are active in politics. Others have served on the local governing bodies or as corporate directors. The Firm encourages its shareholders and associates to participate actively in their communities.

In addition, proposals to public entities may be evaluated in accordance with the model evaluation criteria of N.J.A.C. 5:34-4.2, which provides for consideration of the degree to which the vendor makes use of business capabilities or initiatives that involve women, the disadvantaged, minorities, and demonstrates cultural sensitivity in its hiring and training practices. Therefore, the Board should be aware that Capehart Scatchard has established a firm-wide Diversity Committee, chaired by Sanu Dev, Esq., a Shareholder in the School Law Department, focused on implementing the firm's committed to diversity and inclusion and working with area law schools to promote those values in the legal profession.

The Equity Shareholders of the firm are a diverse group of individuals, both men and women, from a variety of backgrounds and practice areas, each with a broad depth of experience and a reputation for excellence in their respective fields. Seven of the firm's sixteen Equity Shareholders are women, all occupying leadership positions as Department Chairs within the firm, including the firm's Managing Partner, Mary Ellen Rose, Esq., who was recently recognized by the Alice Paul Institute as the first female Managing Partner of a major law firm in the history of the State of New Jersey.

As to successful outcomes, we have obtained dismissal of an arbitration grievance concerning extracurricular stipends, dismissal of Division on Civil Rights and Equal Employment Opportunity complaints alleging age discrimination, dismissal of a petition of appeal challenging a board promotion decision, reversal of an OFAC directive for cost reimbursement, a Public Employment Relations decision restraining arbitration of a tuition reimbursement grievance, and contract settlements for Camden Education Services Commission, Delran Board of Education, Tabernacle Board of Education and Washington Township Board of Education.

In the special education area, we focus on successful outcomes by doing three things: (1) educating our clients about special education processes and avoiding mistakes; (2) identifying which cases can or should be settled; and (3) preparing to go to due process when necessary. These steps put our clients in a strong position to achieve their objectives and minimize costs.

II. Management Criteria

A. Business Organization Capacity

The respondent shall submit a full description of the business organization to include, but not be limited to:

Name, address, phone, fax, website, e-mail address and other information of the professional firm or individual, including a brief historical and current summary of the organization;

Sanmathi (Sanu) Dev, Esq.
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sdev@capehart.com

The firm currently known as Capehart & Scatchard, P.A. was founded by Thomas French, a self-educated lawyer who opened his practice in Camden in 1876. In 1961, Blaine Capehart and William Scatchard formed Capehart & Scatchard, P.A., which maintained its offices in Camden until 1978, when it moved to Moorestown, NJ. In 1989, the firm moved to its current offices at 8000 Midlantic Drive, Suite 300 S, Mount Laurel, New Jersey. In 1994, the firm opened its offices at 142 West State Street in Trenton which in 2019 moved to 100 Horizon Center Boulevard, Hamilton, NJ 08691. In 2011, the firm opened an additional office in Holmdel, NJ, an office in Philadelphia, PA, and another in New York City.

Capehart Scatchard has maintained offices in South Jersey since 1876. Our Mt. Laurel location has been in Burlington County for over 35 years and has developed a strong connection to the community and our many public and private clients who are based in the County and throughout the State. Our attorneys regularly practice in every county in the State and represent clients in each County's state and federal courts. Through our many years in New Jersey, the firm has become familiar with the financial, demographic and legal changes that continue to occur in each County and throughout the State.

- **An organizational chart noting the names of all principals and partners;**

Capehart Scatchard is a corporation. The firm is managed by a six member executive committee, along with department chairpersons. We also employ an excellent full-time administrative staff which includes a Firm Administrator, MIS Director, Information Specialist, Marketing Department, Human Resources Director, Accounting Director, Purchasing Director, and related staff assistants for each.

- **Resumes of key staff members who will be assigned to this contract; and**

Sanmathi (Sanu) Dev, Esq. will be the primary attorney assigned to advise the Lacey Township Board of Education as School Board Attorney and is available to attend Board meetings. Ms. Dev is a Shareholder in Capehart Scatchard's School Law Group. She is also the founder and chair of Capehart Scatchard's Diversity and Inclusion Committee. In July 2018, Ms. Dev was appointed to serve as the Firm's Hiring Shareholder.

Ms. Dev concentrates her practice on the representation of boards of education in all areas of school law including: labor and employment, School Ethics Act, special education, Section 504 of the Rehabilitation Act, student discipline, student records, Family Educational Rights and Privacy Act, Anti-Bullying Bill of Rights Act, student residency, civil rights, tenure, negotiations, Open Public Records Act, and Open Public Meetings Act. In connection with these representations, she is experienced in litigating matters before State and Federal courts, as well as government agencies. Ms. Dev routinely conducts training and seminars, drafts policies and manuals, and provides strategic advice to school administrators and board members regarding school law issues.

With respect to special education matters arising out of the Individuals with Disabilities Education Act, she has extensive experience handling issues related to individualized education programs ("IEPs"), free appropriate public education, eligibility for special education, requests for independent evaluations, requests for out of district placements, transition planning, least restrictive environment, behavior management, declassification, discipline, and manifestation determinations. Similarly, she regularly provides legal advice to school districts regarding Section 504 of the Rehabilitation Act ("Section 504"), including eligibility, compliance, and development of Section 504 plans. She routinely attends IEP and Section 504 meetings on behalf of school districts and advises child study teams and Section 504 committees on writing defensible IEPs and Section 504 plans. Moreover, she regularly provides strategic advice to school districts on complex special education issues involving students with a variety of conditions, including dyslexia, ADHD, anxiety, school phobia, autism, oppositional defiance disorder, speech and language disorders, learning disabilities, and social/emotional disabilities.

In addition, she is well-versed in special education litigation, as she regularly defends school entities at mediation, due process, and emergent relief proceedings. Likewise, she has initiated due process and/or emergent relief actions on behalf of school districts, such as when a parent refuses to provide consent for evaluation or when a student requires an immediate change of placement because he is a danger to himself or others. Most recently in March 2018, she received a favorable decision in the matter *S.P. o/b/o G.M. v. Riverside Township Board of Education* from an Administrative Law Judge, who after four days of trial, dismissed the parent's due process petition seeking over 500 hours of compensatory education.¹ Further, she routinely litigates special education matters in State and Federal courts, including the Office of Administrative Law. She is also experienced in defending school districts in special education matters

¹ A copy of the decision is attached for your reference at Attachment 5.

before governmental agencies, including the U.S. Office for Civil Rights and New Jersey Department of Education.

As editor and writer of the *New Jersey School Law Blog*, she focuses on delivering pertinent and timely information to her clients pertaining to cases, court decisions, and current developments affecting education law in this State. In 2011, the Rutgers Journal of Law and Public Policy published Ms. Dev's paper entitled *Implications of the Parental Right to Unilaterally Revoke Consent of Services on the Rights of a Child with Learning Disabilities under the Individuals with Disabilities Education Act*.

Ms. Dev is licensed to practice law in New Jersey, Pennsylvania and the District Court for the District of New Jersey. She is a member of the New Jersey School Boards Association, New Jersey Charter School Association, Burlington and Camden County Bar Associations, South Asian Bar Association of New Jersey, and South Jersey Young Professionals Association. Ms. Dev earned her B.A. degree from Boston University and her J.D. degree from Rutgers Law School

Capehart Scatchard also has several attorneys with school law experience (special education, public employment relations, negotiations, and general school law) who are available to meet the District's needs. These persons include Joseph F. Betley, Robert A. Muccilli, Cameron R. Morgan, Geoffrey N. Stark, Lauren E. Tedesco and Lara M. Ruggerio. However, all members of the Capehart Scatchard team will be available given the specific legal need. In this regard, we bring to your attention Kelly Ann Dugan, Alan P. Fox and Charles A. Rizzi, Jr. (real estate), Betsy Ramos (public school construction), and John H. Geaney (workers' compensation).

Our attorneys are experienced in handling issues specific to school districts such as student discipline, domicile/residency issues, employee discipline, tenure, non-renewal, termination, grievances, leave of absence, interpretation of collective bargaining agreements, employment discrimination and the Americans with Disabilities Act, public contracts, school construction, mold litigation, special education, discrimination, and family and medical leave.

In the area of domicile/residency, we have hands-on experience with issues including determinations of initial enrollment, updates and revisions to enrollment forms/affidavits to comply with Title 18A of the New Jersey Statutes and Title 6A of the New Jersey Administrative Code, evaluation of documentation and information to establish bona fide domicile/residency, timelines pertaining to appeals, affidavit student enrollment, and effect of custody/guardianship on eligibility for enrollment. We also have extensive experience in the areas of student discipline tenure rights, civil rights litigation, public contracts, school construction, mold litigation, special education, discrimination, and family and medical leave.

We have broad experience in conducting residency hearings before a local boards of education, drafting preliminary and final notices of ineligibility to parents/legal guardians, preparing analyses and recommendations to boards of education, and defending boards of education in any appeals to the Commissioner of Education and/or Appellate Division. Moreover, our firm previously served as Solicitor

to the Hamilton Township Board of Education during which time we represented the Board in ongoing residency, enrollment and domicile issues.

A resume for Ms. Dev, and the additional attorneys who may perform legal services for the Board, may be found at Attachment 1.

- **Other information concerning individuals of the professional firm that would assist the school district in the evaluation process.**

Capehart Scatchard's School Law and Labor & Employment Attorneys are experienced in handling issues specific to school districts such as:

- Civil rights
- Employee discipline
- Employment discrimination
- Family and medical leave
- Grievances
- Interpretation of collective bargaining agreements
- Leave of absence
- Non-renewal
- Public contracts
- Tenure rights
- Termination
- The Americans with Disabilities Act
- Domicile/residency issues
 - Determinations of initial enrollment
 - Evaluation of documentation and information to establish bona fide domicile/residency
 - Timelines pertaining to appeals, affidavit student enrollment, and effect of custody/guardianship on eligibility for enrollment
 - Updates and revisions to enrollment forms/affidavits to comply with Title 18A of the New Jersey Statutes and Title 6A of the New Jersey Administrative Code
- Student discipline
- Special education
- School construction
- Mold litigation

In connection with these representations, we have handled labor and employment matters before governmental agencies, including the New Jersey Division on Civil Rights and Public Employment Relations Commission.

B. Qualifications; Relevant Experience

Respondents shall submit documentation highlighting qualifications and experience they have that will assist the school district in the evaluation and selection process. Such documentation shall include, but not be limited to:

- **Evidence of providing services as listed in the specifications to public/private school districts for a minimum of at least five (5) years.**

As a Firm, we offer the Lacey Township Board of Education over 50 years of experience in labor, special education, school law and workers' compensation at the highest level of expertise and competitive rates. We answer our telephone calls directly and return calls promptly on the same day. We have hands-on experience with some of the most pressing issues facing school districts including those affecting student discipline, domicile/residency issues, tenure rights, civil rights litigation, public contracts, school construction, mold litigation, special education, discrimination, and family and medical leave. We also utilize the expertise of attorneys in our litigation, real estate, and business and tax departments when the need arises. Additional information about Capehart Scatchard's School and Labor & Employment Law Groups, as well as a list of the educational institutions which the Firm represents, including position held and length of service, may be found at Attachment 2.

In providing representation in these areas, we focus on the legal, practical and business implications. We pride ourselves in providing these services efficiently and in a highly responsive manner. The opinions offered, results achieved, and overall quality of services provided to our public sector clients speak for themselves.

Moreover, the diversified, full-service, business-oriented characteristic of the Firm allows us to provide legal support services reaching well beyond the public sector area, thus eliminating the cumbersome task of retaining multiple law firms for various projects. The full-service nature of our Firm allows us to refer specific matters to attorneys with particular knowledge to meet the needs of the Board.

Specifically, our Business and Tax Department has assisted in the negotiations for various leases of property to be used for school purposes, lease purchase transactions and the sale of real property. In addition, we have the Litigation and Workers' Compensation Departments available for insurance defense, contractor litigation, workers' compensation issues, and any other litigation matters. We also have broad experience in pension and employee benefit law, tax law, zoning and planning, banking, and environmental problems incident to land use and development. Indeed, with public entities facing greater exposure to environmental liability for waste disposal, asbestos, and groundwater emissions, to name a few, legal advice on environmental matters is critical to any school district.

The Firm and individual shareholders and associates are active in many public, philanthropic and community areas, as well as bar association activities. We actively support the efforts of education foundations that offer financial assistance to school district through scholarships, funding enrichment programs and the like. We offer pro bono legal services to local parent teacher organizations. We have been contributing speakers for the New Jersey School Board Association, County School Board Associations, superintendent roundtables, and special education consortiums. Our Firm regularly attends the state and national School Board conventions. Several members serve on the boards of trustees of schools, hospitals and religious institutions. Some are active in politics. Others have served on the local governing bodies or as corporate

directors. The Firm encourages its shareholders and associates to participate actively in their communities.

- **Three (3) letters of recommendation from public/private school districts in New Jersey;**

Capehart Scatchard is pleased to offer the following references with experience of our knowledge and experience.

Washington Township Board of Education - Joseph Bollendorf, Superintendent, 206 East Holly Avenue, Sewell, NJ 08080. (856) 589-6644.

Florence Township Board of Education - Donna Ambrosius, Superintendent, 201 Cedar Street, Florence, NJ 08518. (609) 499-4600.

Haddon Heights Board of Education - Michael Adams, Superintendent, 316-A Seventh Avenue, Haddon Heights, NJ 08035. (856) 547-1412.

- **Copies of all professional or educational licenses that are required to perform the services as listed in the specifications;**

All of Capehart Scatchard's School Law/Labor & Employment Group attorneys are licensed to practice in the State of New Jersey and are in good standing. Many are also admitted to practice in other states.

A Certificate of Good Standing from the Supreme Court of New Jersey for Sanmathi (Sanu) Dev, Esq., as well as the additional attorneys who may do work for the Board, may be found with their resumes at Attachment 1.

- **List of any judgments within the last three (3) years and/or a list of bankruptcy or organization proceedings within the last ten (10) years; and**

None.

- **Other information concerning the firm and/or individuals of the firm that would assist the school district in the evaluation process.**

As previously mentioned, Capehart Scatchard has been representing New Jersey school boards for over 50 years. During that time we have been extensively involved in representing school boards as general counsel, special education counsel, labor negotiator and labor counsel. In the area of labor/personnel, our attorneys are experienced in handling education, labor and employment issues specific to school districts, including but not limited to employee discipline, tenure, non-renewal, termination, grievances, leave of absence, interpretation of collective bargaining agreements, employment discrimination and the Americans with Disabilities Act. In connection with these representations, we have handled labor and employment matters before governmental agencies, including the New Jersey Division on Civil Rights and Public Employment Relations Commission.

We advise clients on a daily basis about employment matters including tenure acquisition, tenure dismissal, increment withholdings, Section 504 accommodations, labor grievances and unfair labor practice charges. Our attorneys are familiar with critical issues affecting negotiations currently including Chapter 78 contributions and the Cadillac excise tax. We pride ourselves in providing quality services in a timely fashion and in returning telephone calls on the same day.

- **Availability of personnel, facilities, equipment and other resources to provide the services requested.**

With offices located in Mt. Laurel and Hamilton, New Jersey, our school law attorneys are readily and immediately available to attend any meetings that are required to serve the Board, including daytime meetings with the administrative staff and evening meetings of the Board. If as a result of these meetings immediate action is required by the Board, then the nearby location of our office permits us to promptly provide any necessary legal service with the full support of the firm's staff and resources. Our convenient office location in Hamilton, New Jersey also allows us to be readily available to attend meetings with the New Jersey Department of Education, the New Jersey Department of Community Affairs and the Local Finance Board.

Capehart Scatchard has an extensive support staff and significant resources to assist with all services that are required to represent the Board. In addition to outstanding administrative support, the firm has several staff members devoted full-time to the firm's management information systems, a full-time information specialist who maintains our extensive in-house law library, a word processing department devoted exclusively to document production and a fully-staffed mailroom that manages the duplication and transmission of documents. The firm also maintains the latest in state-of-the-art equipment and software to provide the most prompt and cost-effective service to our clients.

We provide a highly-secure network using the latest in firewalls, security filters, and user authentication. With our internet-based application server, we give attorneys and staff the ability to access all firm software creating a virtual office. Using a sophisticated case management suite, we are able to organize all case-related information, allowing us to provide immediate feedback to our clients. In order to maintain the highest level of client satisfaction, we deploy a wide selection of communication tools including e-mail, desktop faxing, video conferencing, on-line collaboration, and electronic filing.

We bring the power of information technology to bear on every aspect of what we do. Our primary goal is to respond to our clients' needs with the highest quality work product, created in the most efficient way possible, as quickly as possible.

Through the use of electronic technology, our attorneys have access to thousands of legal and non-legal databases. Our full-time professional information specialist uses the many resources and formats available to provide our attorneys and clients with accurate, timely and cost-effective information. The services provided by our library enable us to effectively and efficiently respond to our clients.

III. Cost Criteria

A. Fee Proposal

Respondents are to submit a fee proposal schedule that compliments the service that is being requested by the school district. The district in its proposal may request that fee proposals be submitted as follows:

- Hourly rate with 15 minute intervals;
- Daily rate – 8:00 a.m. – 4:00 p.m. or other time frames as mutually agreed upon by the respondent and the school district;
- Weekly rate – Monday through Friday;
- Monthly rate;
- Per case; evaluation; inspection or other similar quantitative measure;
- Lump sum fee.

Again, the respondent's fee schedule shall compliment the fee payment type as requested by the district.

The fee schedule provided by the respondent shall be a significant part of the evaluation process as conducted by the district and respondents should provide a full detailed analysis of their fee proposal.

Capehart Scatchard has a long-standing commitment to staffing client matters according to the task at hand, utilizing shareholders, associates, and paralegals where required in order to deliver the best product and service in an effective and cost-efficient manner.

It has been our practice to base all legal services on an hourly fee rather than a retainer. We propose an hourly rate for shareholders of \$170, associates of \$160 and paralegals of \$70 per hour. Please note that there will be no charge for travel time. We would invoice you monthly for work performed during the preceding calendar month. Out-of-pocket expenses would be charged at our actual cost, without application of any mark up.

If the above rate is unacceptable, we would be happy to negotiate a mutually-acceptable fee schedule.

B. Contract Expenses

Respondents are to note the following as it pertains to expenses related to the contract:

- **Expenses; Related to Contract; Incidental**
All incidental expenses related to this contract, incurred by the respondent to whom the contract is awarded, shall be the responsibility of the respondent. The Board will not reimburse any vendor for any incidental expenses related to the contract.
- **Expenses Not Related to the Contract; District Procedures**
There may be a circumstance where a request is made for the respondent to provide services not directly related to the contract. These services not related to the contract are not to be provided by the respondent. The district will procure these services separately.

- **Extraordinary Expenses**
Extraordinary expenses to be incurred by the respondent in the performance of his/her duties may be brought to the Board prior to the actual expenditure. The Board, upon recommendation of the appropriate administrator, may consider reimbursing the expense, or the Board may procure the services separately.

Capehart Scatchard will comply with the terms relating to contract expenses.

III. Additional Information

Capehart Scatchard's main office is located at 8000 Midlantic Drive, Suite 300S, P.O. Box 5016, Mt. Laurel, New Jersey 08054-5016. (856) 234-6800.

However, the firm also maintains four other offices at the following locations.

Hamilton, NJ
100 Horizon Center Boulevard
Hamilton, NJ 08691
P: 609.394.2400

Holmdel, NJ
31 West Main Street
Holmdel, NJ 07733
P: 732.526.1128

New York, NY
Suite 2002
55 Broadway, 20th Floor
New York, NY 10006
P: 646.600.7154

Philadelphia, PA
Suite 1200
1515 Market Street
Philadelphia, PA 19102
P: 215.825.8329

All work for the Lacey Township Board of Education will be performed out of Capehart Scatchard's Mt. Laurel office.

Capehart Scatchard's executed forms required by the Lacey Township Board of Education, as well as copies of the firm's Certificate of Employee Information, Business Registration and Certificates of Liability Insurance (including cyber insurance), may be found at Attachment 3.

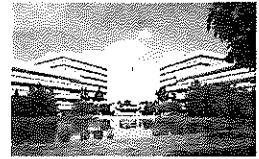
Additional information about Capehart Scatchard, several blog articles our attorneys have published, including those regarding the current Coronavirus pandemic, pending bills concerning subcontracting and health benefits and employee contributions (additional articles may be found by visiting <https://njschoollawblog.com/>), as well the handouts entitled *Voting Requirements for Certain School Employment Actions* and *Special Education Guidelines*, may be found at Attachment 4.

Attachment 1



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

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856.380.6709

AREA OF FOCUS

Shareholder, School Law and Labor & Employment Groups. Concentrates her practice on the representation of boards of education in all areas of school law including: labor and employment, special education, Section 504, student discipline, student records, Family Educational Rights and Privacy Act, Anti-Bullying Bill of Rights Act, School Ethics Act, student residency, civil rights, tenure, negotiations, Open Public Records Act, and Open Public Meetings Act. In connection with these representations, she is experienced in handling matters before State and Federal courts, including the Office of Administrative Law. Ms. Dev is an experienced special education litigator and defends school districts in due process hearings from inception through trial. In addition, she litigates matters before governmental agencies, including the U.S. Office for Civil Rights, New Jersey Public Employment Relations Commission, and New Jersey Division on Civil Rights. Ms. Dev routinely conducts training and seminars, drafts policies and manuals, and provides strategic advice to school administrators regarding school law issues. Ms. Dev also leads Capehart Scatchard's School Law Blog (www.njschoollawblog.com) which focuses on cases, court decisions, and current developments affecting education law in the State of New Jersey.

Ms. Dev founded and serves as the Chair of Capehart Scatchard's Diversity and Inclusion Committee. In 2017, the New Jersey Law Journal selected Ms. Dev as a Diverse Attorney of the Year. In July 2018, Ms. Dev was appointed as Capehart Scatchard's Hiring Shareholder.

EDUCATION

Rutgers Law School, Camden, NJ

J.D. degree, 2011

Managing Research Editor, *Rutgers Journal of Law & Public Policy*

Boston University, Boston, MA

B.A. degree, Economics and International Relations, *with honors*, 2008

Judicial Law Clerk to the Honorable Ronald E. Bookbinder, A.J.S.C., Burlington County

HONORS AND AWARDS

- ◆ Selected to the “New Jersey Super Lawyer – Rising Star” list (2018-2020 in the area of School & Education)
 - Less than 2.5% of attorneys selected as “Rising Stars” (lawyers under 40) through a peer nominated process based on independent research and peer evaluation
 - The Super Lawyers - Rising Star list is issued by Thomson Reuters.
 - A description of the selection methodology may be obtained by clicking on the following link: https://www.superlawyers.com/about/selection_process.html
 - No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

PROFESSIONAL ACTIVITIES

- ◆ Recognized as a Diverse Attorney of the Year by the *New Jersey Law Journal*, 2017
- Member: ◆ Burlington County Bar Association
- ◆ Camden County Bar Association
 - ◆ New Jersey Charter School Association
 - ◆ New Jersey School Boards Association
 - ◆ Asian Pacific-American Law Students Association (Vice President – 2010-2011)
 - ◆ South Asian Bar Association of New Jersey
 - ◆ South Jersey Young Professionals Association

BAR ADMISSIONS

- ◆ New Jersey (2011)
- ◆ Pennsylvania (2011)
- ◆ District Court for the District of New Jersey (2015)

RECENT PRESENTATIONS

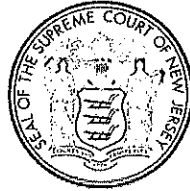
- ◆ “Administrative Council Workshop: Employee Investigations and Discipline,” – Washington Township Board of Education – February 2020.
- ◆ “School Law: Social Media and Apps, Cyberbullying, Privacy, and Other Technology,” NBI, December 2019
- ◆ “Title IX & Affirmative Action – New Jersey School Boards Association,” Fall School Law Forum, October 2019
- ◆ “What You Need to Know About HIB,” Florence Township School District, April 2019
- ◆ “Seventh Annual Title IX Summit,” Panelist, Rowan University, June 2019.

PUBLICATIONS

- ◆ “New Jersey School Law Blog” (www.njschoollawblog.com) features contributions from attorneys in Capehart Scatchard’s school law group. The blog is devoted to current developments in New Jersey education law affecting school districts, charter schools, students, and employees. Editor, 2016–.

- ♦ “Implications of the Parental Right to Unilaterally Revoke Consent of Services on the Rights of a Child with Learning Disabilities under the Individuals with Disabilities Education Act,” Rutgers Journal of Law & Public Policy, 8 Rutgers J.L. & Pub. Pol’y 745 (Lexis 2011).

Supreme Court of New Jersey

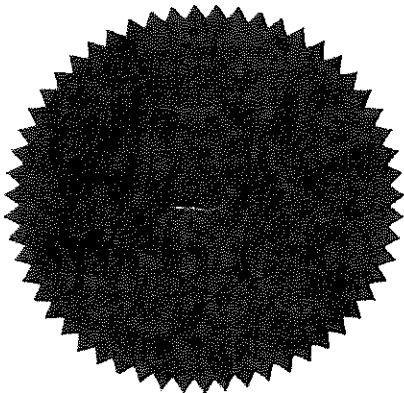


Certificate of Good Standing

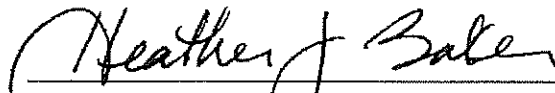
This is to certify that **SANMATHI DEV**
(No. **011602011**) *was constituted and appointed an Attorney at Law of New*
Jersey on **December 07, 2011** *and, as such,*
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

I further certify that as of this date, the above-named is an Attorney at Law in Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if the Court's records reflect that the attorney: 1) is current with all assessments imposed as a part of the filing of the annual Attorney Registration Statement, including, but not limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-12.

Please note that this Certificate does not constitute confirmation of an attorney's satisfaction of the administrative requirements of Rule 1:21-1(a) for eligibility to practice law in this State.



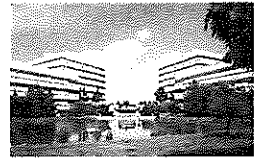
*In testimony whereof, I have
hereunto set my hand and
affixed the Seal of the
Supreme Court, at Trenton, this*
28TH *day of* **January** , 20 **20** .


Clerk of the Supreme Court



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

Mt. Laurel, NJ ♦ 856.234.6800
Hamilton, NJ ♦ 609.394.2400 Philadelphia, PA ♦ 215.825.8329
Holmdel, NJ ♦ 732.526.1128 New York, NY ♦ 646.600.7154
www.capehart.com



JOSEPH F. BETLEY

jbetley@capehart.com
856.914.2075

AREA OF FOCUS

Executive Committee Member, Co-Chair, School Law Group and Shareholder, Labor and Employment Group. Concentrates on labor and employment law, civil rights, school law, including special education, and construction law.

EDUCATION

Villanova University School of Law, Villanova, PA
J.D. degree, *cum laude*, 1983

Bentley College, Waltham, MA
B.A. degree, *with highest honors*, 1980
Elected to Bentley College Athletic Hall of Fame, 1992

PROFESSIONAL ACTIVITIES

- ♦ Selected to the "New Jersey Super Lawyer" list (2009-2010 in the area of Employment & Labor).
 - Only 5% of attorneys are selected to "Super Lawyers" through a peer nominated process based on independent research and peer evaluation
 - The Super Lawyers list is issued by Thomson Reuters.
 - A description of the selection methodology may be obtained by clicking on the following link: https://www.superlawyers.com/about/selection_process.html
 - No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Member: ♦ National School Board Association
♦ New Jersey Bar Association (*Law & Employment Section*)
♦ New Jersey Association of School Business Officials – Associate Counsel
♦ New Jersey School Boards Association

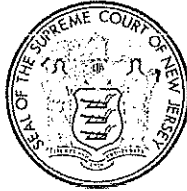
BAR ADMISSIONS

- ♦ New Jersey (1983)
- ♦ U.S. District Court for Eastern District of Pennsylvania (1991)
- ♦ Third Circuit Court of Appeals (1993)

RECENT PRESENTATIONS

- ◆ “Vaping Crisis in Schools,” Strauss Esmay Associates 34th Annual Education Policy and School Seminar, June 2019.
- ◆ “Agendas Minutes and Motions,” New Jersey Association of School Business Officials, June 2019.
- ◆ “Administrative Council Workshop,” presentation to client, Washington Township Board of Education, January 2019.

Supreme Court of New Jersey



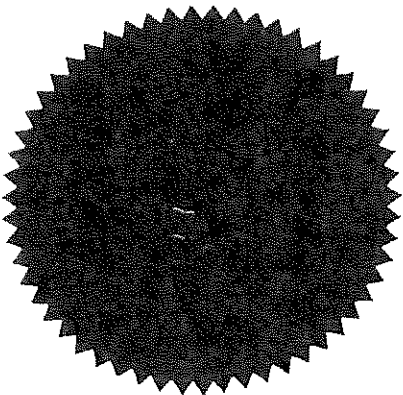
Certificate of Good Standing

This is to certify that **JOSEPH FRANCIS BETLEY**
(No. **039901983**) was constituted and appointed an Attorney at Law of New
Jersey on **December 15, 1983** and, as such,
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

I further certify that as of this date, the above-named is an Attorney at Law in
Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if
the Court's records reflect that the attorney: 1) is current with all assessments imposed as a
part of the filing of the annual Attorney Registration Statement, including, but not
limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not
suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this
State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-
12.

Please note that this Certificate does not constitute confirmation of an attorney's
satisfaction of the administrative requirements of Rule 1:21-1(a) for eligibility to practice
law in this State.

In testimony whereof, I have
hereunto set my hand and
affixed the Seal of the
Supreme Court, at Trenton, this
28TH day of January, 20 .



Heather J. Baker
Clerk of the Supreme Court



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

Mt. Laurel, NJ ♦ 856.234.6800
Hamilton, NJ ♦ 609.394.2400 Philadelphia, PA ♦ 215.825.8329
Holmdel, NJ ♦ 732.526.1128 New York, NY ♦ 646.600.7154
www.capehart.com



ROBERT A. MUCCILLI

rmuccilli@capehart.com
856.914.2074

AREA OF FOCUS

Co-Chair, School Law Group and Shareholder, Labor and Employment Group. Practice focuses in the areas of school law, and labor and employment. He has represented school districts with respect to a variety of education law issues involving students, teachers, school construction and special education issues including questions pertaining to inclusion, least restrictive environment, discipline, behavior management, transition, evaluation, discrete trial instruction, medically fragile students, dyslexia, Down Syndrome, Asperger's Syndrome, and equal access to activities and services for disabled individuals.

EDUCATION

Vanderbilt University School of Law, Nashville, TN
J.D. degree, 1987

Trinity College, Hartford, CT
B.A. degree, 1984
Phi Beta Kappa

PROFESSIONAL ACTIVITIES

Member: ♦ American Bar Association
♦ Burlington County Bar Association
♦ Camden County Bar Association
♦ New Jersey State Bar Association

BAR ADMISSIONS

♦ New Jersey (1987)
♦ Washington, DC (1987)
♦ United States District Court for the District of New Jersey (1987)

PUBLICATIONS

♦ "New Jersey School Law Blog" (www.njschoollawblog.com) features contributions from attorneys in Capehart Scatchard's school law group. The blog is devoted to current developments in New Jersey education law affecting school districts, charter schools, students, and employees. Contributing Author, 2016 to present.

Supreme Court of New Jersey



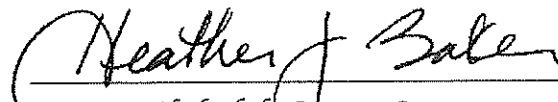
Certificate of Good Standing

This is to certify that **ROBERT A MUCCILLI**
(No. **026821987**) was constituted and appointed an Attorney at Law of New
Jersey on **December 18, 1987** and, as such,
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

I further certify that as of this date, the above-named is an Attorney at Law in
Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if
the Court's records reflect that the attorney: 1) is current with all assessments imposed as a
part of the filing of the annual Attorney Registration Statement, including, but not
limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not
suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this
State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-
12.

Please note that this Certificate does not constitute confirmation of an attorney's
satisfaction of the administrative requirements of Rule 1:21-1(a) for eligibility to practice
law in this State.

In testimony whereof, I have
hereunto set my hand and
affixed the Seal of the
Supreme Court, at Trenton, this
28TH day of January, 20 .


Clerk of the Supreme Court



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

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Hamilton, NJ ♦ 609.394.2400

Philadelphia, PA ♦ 215.825.8329

Holmdel, NJ ♦ 732.526.1128

New York, NY ♦ 646.600.7154

www.capehart.com



CAMERON MORGAN

cmorgan@capehart.com

856.914.2096

AREA OF FOCUS

Shareholder, School Law and Labor & Employment Groups. For the past ten years, Mr. Morgan has served the public school districts of the State of New Jersey in the specialized area of school law, representing boards of education in all aspects of their legal needs, with a focus on general counsel services, civil litigation, special education, administrative law, collective negotiations, labor and employment, and appellate practice. He has served as Board Solicitor to dozens of school districts, guiding district administrators through the diverse range of issues affecting the public schools, from personnel matters, tenure cases, and the range of issues that frequently arise at public board meetings, to student disciplinary matters, residency disputes, and homelessness issues, to complex matters involving the budgetary process or First Amendment rights.

Mr. Morgan's practice also focuses heavily on counseling school districts in the complex area of special education. He has served as Special Education Counsel to dozens of school districts and has handled hundreds of special education matters, including due process hearings and grievance complaint investigations, involving children with a wide variety of special needs. In addition, Mr. Morgan routinely represents boards of education in collective negotiations and labor/employment disputes. He has appeared before the Public Employment Relations Commission (PERC) on behalf of school boards in a variety of matters, including unfair labor practice charges and scope of negotiations issues.

EDUCATION

Rutgers Law School, Camden, NJ

J.D. – 2008 (*cum laude*)

Lead Notes Editor, *Rutgers Journal of Law & Religion*

University of Richmond, Richmond, VA

B.A. – Political Science – 2005 (*cum laude*)

B.A. – Rhetoric & Communication Studies – 2005 (*cum laude*)

Judicial Law Clerk to the Hon. Joseph F. Lisa, P.J.A.D., Superior Court, Appellate Division

PROFESSIONAL ACTIVITIES

- ◆ New Jersey Association of School Attorneys
 - Officer, Trustee for South-Central Region (2016-2018)
- ◆ New Jersey School Boards Association
- ◆ New Jersey Association of School Business Officials, Associate Business Member
 - Member, Legislative and Professional Development Committees (2017-2018)
- ◆ Burlington County Association of School Business Officials, Associate Business Member
- ◆ Camden County Association of School Business Officials, Associate Business Member
- ◆ Middlesex County Association of School Business Officials, Associate Business Member
- ◆ Burlington County Bar Association

PROFESSIONAL AWARDS / RECOGNITION

- ◆ Selected to the “New Jersey Super Lawyer – Rising Star” list (2018-2020 in the area of School & Education)
 - Less than 2.5% of attorneys selected as “Rising Stars” (lawyers under 40) through a peer nominated process based on independent research and peer evaluation
 - The Super Lawyers - Rising Star list is issued by Thomson Reuters.
 - A description of the selection methodology may be obtained by clicking on the following link: https://www.superlawyers.com/about/selection_process.html
 - No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

BAR ADMISSIONS

- ◆ New Jersey (2008)
- ◆ Pennsylvania (2008)
- ◆ U.S. District Court for the District of New Jersey (2008)
- ◆ Third Circuit Court of Appeals (2015)
- ◆ United States Supreme Court (2016)

RECENT PRESENTATIONS

Cameron Morgan is a frequent lecturer and presenter for regional, statewide, county-wide, and local organizations involved in New Jersey school law and special education. He routinely speaks to school district administrators on behalf of the New Jersey School Boards Association (NJSBA), New Jersey Association of School Administrators (NJASA) and the New Jersey Association of School Business Officials (NJASBO) on a wide variety of topics relevant to the administration of public schools. Cameron also frequently provides in-service training to teachers, administrators, and child study team members, as well as training to local boards of education in board member ethics and various other areas.

The following are a selected list of recent speaking engagements:

- ◆ “*Dyslexia and the Law*” - Camden County Bar Association (February 27, 2020)
- ◆ “*Board Member Ethics Training*” – Haddon Township Board of Education (February 20, 2020)

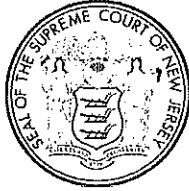
- ◆ *“Practical Solutions in Managing FMLA & NJFLA Leaves”* – Middlesex County Association of School Business Officials (November 22, 2019)
- ◆ *“Special Education Laws Made Simple – Evaluations, Eligibility and IEPs”* – National Business Institute (NBI) (December 13, 2018).
- ◆ *“Minimizing Liability Exposure in Special Education Cases”* – School Alliance Insurance Fund (SAIF), Burlington County Regional Meeting (December 5, 2018)
- ◆ *“Essential Guide to Handling Student Residency & Homelessness Matters”* – New Jersey Association of School Business Officials (NJASBO) –North Jersey Training Presentation (November 29, 2018).
- ◆ *“Essential Guide to Handling Student Residency & Homelessness Matters”* – New Jersey Association of School Business Officials (NJASBO) – South Jersey Training Presentation (November 27, 2018).
- ◆ *“Hot Topics in Special Education Law 2017: Exiting Students from Special Education”* – New Jersey State Bar Association CLE Event (October 18, 2018).
- ◆ *“Best Practices for Student Residency & Homelessness Matters”* – New Jersey Association of School Business Officials (NJASBO) – Annual State Conference (June 6, 2018).
- ◆ *“Break Out the Kid Gloves – Best Practices for Dealing with Difficult Special Education Parents & Their Representatives”* – New Jersey Association of School Administrators & New Jersey Association of Pupil Services Administrators (NJASA/NJAPSA) – Spring Leadership Conference (May 16, 2018).
- ◆ *“Recent Trends in Collective Negotiations”* – Camden County Association of School Business Officials (CCASBO) (May 16, 2018).
- ◆ *“Bullying the HIB Statute – An Update and Framework for Analyzing HIB Grounded in Case Law and Principled Statutory Construction”* – In-House CLE at Capehart Scatchard (May 9, 2018).

** A complete list of Mr. Morgan’s presentations can be found at <https://www.capehart.com/attorneys/cameron-r-morgan/>.

PUBLICATIONS

- ◆ *“New Jersey School Law Blog”* (www.njschoollawblog.com) features contributions from attorneys in Capehart Scatchard’s school law group. The blog is devoted to current developments in New Jersey education law affecting school districts, charter schools, students, and employees. Contributing Author, 2016-.

Supreme Court of New Jersey



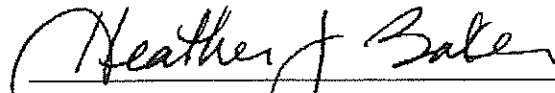
Certificate of Good Standing

This is to certify that **CAMERON R MORGAN**
(No. **016522008**) was constituted and appointed an Attorney at Law of New
Jersey on **December 03, 2008** and, as such,
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

I further certify that as of this date, the above-named is an Attorney at Law in
Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if
the Court's records reflect that the attorney: 1) is current with all assessments imposed as a
part of the filing of the annual Attorney Registration Statement, including, but not
limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not
suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this
State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-
12.

Please note that this Certificate does not constitute confirmation of an attorney's
satisfaction of the administrative requirements of Rule 1:21-1(a) for eligibility to practice
law in this State.

In testimony whereof, I have
hereunto set my hand and
affixed the Seal of the
Supreme Court, at Trenton, this
28TH day of January, 20 20.


Clerk of the Supreme Court



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

Mt. Laurel, NJ ♦ 856.234.6800
Hamilton, NJ ♦ 609.394.2400 Philadelphia, PA ♦ 215.825.8329
Holmdel, NJ ♦ 732.526.1128 New York, NY ♦ 646.600.7154
www.capehart.com



GEOFFREY N. STARK

gstark@capehart.com
856.914.2043

AREA OF FOCUS

Shareholder, School Law and Labor & Employment Groups. Mr. Stark concentrates his practice on the representation of boards of education and charter schools in all areas of school law including: labor and employment, special education, Section 504, student discipline, FERPA, Anti-Bullying Bill of Rights Act, student residency, civil rights, tenure, OPRA, OPMA, and teaching staff tenure matters under TEACHNJ and ACHIEVENJ.

EDUCATION

Rutgers University School of Law

Juris Doctor, *magna cum laude*, 2010

Activities: Staff Editor (2008-2009) and Managing Editor (2009-2010) for *Rutgers Law Journal*

Awards: Hunter Moot Court 2009 Overall Winner & Overall Best Brief. The Rutgers School of Law—Camden, Pro-Bono Service Award

The Ohio State University – Columbus, Ohio

Master of Arts, Student Affairs and Higher Education Administration, 2003

Radford University – Radford, VA

Bachelor of Science, English (Medieval and Renaissance English Literature), 2000

EXPERIENCE

Deputy Attorney General for the New Jersey Office of the Attorney General

Division of Law, Education and Higher Education Section (2011-2020)

Judicial Law Clerk to the Honorable Joseph F. Lisa, P.J.A.D.

New Jersey Superior Court, Appellate Division, Westmont, NJ (2010-2011)

Judicial Intern to the Honorable John E. Harrington, J.S.C.

New Jersey Superior Court, Law Division, Special Civil Part, Mount Holly, NJ (2008)

BAR ADMISSIONS

- ♦ New Jersey (2010)
- ♦ Pennsylvania (2010)
- ♦ U.S. District Court for the District of New Jersey (2012)
- ♦ U.S. Court of Appeals for the Third Circuit (2012)

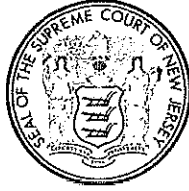
SELECTED REPRESENTATIVE MATTERS

- ♦ I/M/O the Proposed Quest Academy Charter School, 216 N.J. 370 (2013) (Supplemental Briefing Only)
- ♦ I/M/O the Grant of a Charter to the Merit Preparatory Charter School, 435 N.J. Super. 273 (App. Div. 2014)
- ♦ In re Renewal Application of Team Academy Charter School, 459 N.J. Super. 111 (App. Div. 2019)
- ♦ Piscataway Township Board of Education v. NJDOE, Office of School Finance, No. A-5427-16T2 (App. Div. June 7, 2019) (also conducted the administrative litigation before the Office of Administrative Law and the Commissioner of Education)
- ♦ I/M/O the Certificates of Benjamin Norton, No. A-1198-14T1 (App. Div. October 20, 2016) (also conducted the administrative litigation before the Office of Administrative Law and the Commissioner of Education)
- ♦ I/M/O the Denial By HESAA of a Petition for Rulemaking Regarding N.J.A.C. 9A:9-2.2 Residency Requirements for Student Financial Aid, No. A-2245-13T2 (App. Div. June 14, 2016)
- ♦ Mary Chen v. The College of New Jersey and Susan Mitchell, No. 3:15-cv-02597
- ♦ C.F. v. Rowan University, School of Osteopathic Medicine, No. CAM-C-0057-17
- ♦ Sharlene White v. Rowan University School of Osteopathic Medicine, No. CAM-L-DC-002138-15

PUBLICATIONS

- ♦ Comment on In re Marriage Cases, and the legalization of same-sex marriage in California, 40 RUTGERS L.J. 1031 (2010).

Supreme Court of New Jersey

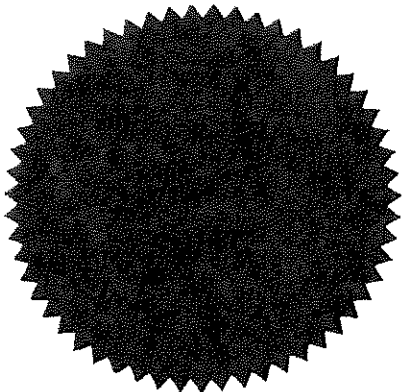


Certificate of Good Standing

This is to certify that **GEOFFREY NELSON STARK**
(No. **018112010**) *was constituted and appointed an Attorney at Law of New*
Jersey on **December 03, 2010** *and, as such,*
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

I further certify that as of this date, the above-named is an Attorney at Law in Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if the Court's records reflect that the attorney: 1) is current with all assessments imposed as a part of the filing of the annual Attorney Registration Statement, including, but not limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-12.

Please note that this Certificate does not constitute confirmation of an attorney's satisfaction of the administrative requirements of Rule 1:21-1(a) for eligibility to practice law in this State.



*In testimony whereof, I have
hereunto set my hand and
affixed the Seal of the
Supreme Court, at Trenton, this*

18TH *day of* **March** , 20 **20** .

Heather J. Baker
Clerk of the Supreme Court



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

Mt. Laurel, NJ ♦ 856.234.6800
Hamilton, NJ ♦ 609.394.2400 Philadelphia, PA ♦ 215.825.8329
Holmdel, NJ ♦ 732.526.1128 New York, NY ♦ 646.600.7154
www.capehart.com



LAUREN E. TEDESCO

ltedesco@capehart.com
856.840.4938

AREA OF FOCUS

Shareholder, School Law and Labor & Employment Groups. Concentrates her practice on the representation of boards of education and charter schools in all areas of school law including: labor and employment, special education, Section 504, student discipline, FERPA, Anti-Bullying Bill of Rights Act, student residency, civil rights, tenure, OPRA, OPMA, and teaching staff tenure matters under TEACHNJ and ACHIEVENJ.

Ms. Tedesco conducts workplace investigations, training and seminars, drafts policies and manuals, and provides strategic advice to school administrators regarding school law issues.

EDUCATION

Rutgers Law School, Camden, NJ
J.D. degree, 2012

University of Maryland, College Park, MD
B.A. degree, Criminology and Criminal Justice, 2008

Judicial Law Clerk to the Honorable Anthony M. Pugliese, J.S.C.

PROFESSIONAL ACTIVITIES

Member: ♦ American Bar Association
♦ Camden County Bar Association
♦ New Jersey State Bar Association
♦ New Jersey Association of School Attorneys, Treasurer – Southern District (2018--)

BAR ADMISSIONS

- ♦ New Jersey (2012)
- ♦ Pennsylvania (2012)

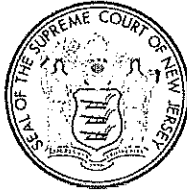
RECENT PRESENTATIONS

- ♦ “Harassment, Intimidation and Bullying,” Haddon Heights Board of Education High School Faculty, October 2019

PUBLICATIONS

- ◆ “New Jersey School Law Blog” (www.njschoollawblog.com) features contributions from attorneys in Capehart Scatchard’s school law group. The blog is devoted to current developments in New Jersey education law affecting school districts, charter schools, students, and employees. Contributing Author, 2016-.
 - “Interactive Process Breakdown: Employee’s Refusal to Participate Bars Discrimination Claims,” *NJ School Law Blog*, April 2020.
 - “OPRA Deadlines Relaxed Amid Declared Emergencies,” *NJ School Law Blog*, March 2020.
 - “Lunch Debt Debacle – Parts 1 and 2,” *NJ School Law Blog*, September 2019.
 - “What You Need to Know About OCR Complaints & Investigations – Parts 1 and 2,” *NJ School Law Blog*, March 2018.
 - “Court Finds Exhaustion of Administrative Remedies Was Required in Service Animal Case,” *NJ School Law Blog*, October 2017.
 - “What You Need to Know About Service Animals in Schools – Parts 1 and 2,” *NJ School Law Blog*, March 2017.

Supreme Court of New Jersey

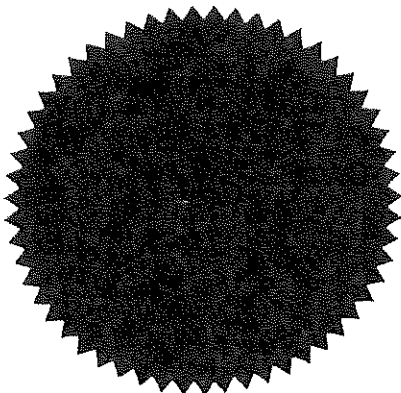


Certificate of Good Standing

This is to certify that **LAUREN ELIZABETH TEDESCO**
(No. **901042012**) *was constituted and appointed an Attorney at Law of New*
Jersey on **December 11, 2012** *and, as such,*
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

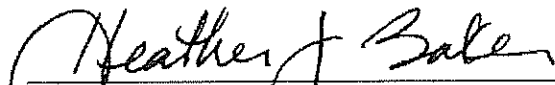
I further certify that as of this date, the above-named is an Attorney at Law in Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if the Court's records reflect that the attorney: 1) is current with all assessments imposed as a part of the filing of the annual Attorney Registration Statement, including, but not limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-12.

Please note that this Certificate does not constitute confirmation of an attorney's satisfaction of the administrative requirements of Rule 1:21-1(a) for eligibility to practice law in this State.



*In testimony whereof, I have
hereunto set my hand and
affixed the Seal of the
Supreme Court, at Trenton, this*

28TH *day of* **January**, **20** **20**


Clerk of the Supreme Court



**CAPEHART
SCATCHARD**
ATTORNEYS AT LAW

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LARA M. RUGGERIO

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AREA OF FOCUS

Associate, Labor & Employment Department. Ms. Ruggerio focuses her practice on representing employers and public entities in labor and employment law policy, procedural, and litigation matters. She counsels clients on personnel policies and procedures including those associated with the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), and the Conscientious Employee Protection Act (CEPA). She appears before the judiciary as well as State and Federal administrative agencies, including the EEOC and the New Jersey Division of Civil Rights.

EDUCATION

Villanova University Charles Widger School of Law – Villanova, PA

J.D. degree, 2018

Executive Board, *Villanova Law's Moot Court* (2017-2018)

Honors: Dean's Merit Scholar, Intellectual Property Student Scholar

Awards: Dorothy Day Pro Bono Service Award; 2018 PA Bar Assoc. Intellectual Property Section Writing Competition, Second Place, *Devil's Advocate: Representation of Disfavored Plaintiffs in District Court Patent Proceedings*

Lafayette College – Easton, PA

B.S., Neuroscience, 2015

Honors: *Sigma Xi* (Scientific Research Honor Society), Order of Omega (Greek-Affiliated Student Honor Society), Marquis Scholar Honor Program, Dean's List

PRIOR EXPERIENCE

Law Clerk to the Honorable James J. Ferrelli, J.S.C., New Jersey Superior Court, Chancery Division

Judicial Extern to the Honorable Sue L. Robinson, United States District Court for District of Delaware

Judicial Extern to the Honorable Marie E. Lihotz, New Jersey Superior Court, Appellate Division

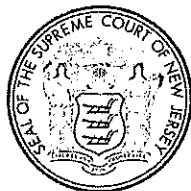
PROFESSIONAL ACTIVITIES

- ◆ Burlington County Bar Association
- ◆ Camden County Bar Association
- ◆ New Jersey Bar Association

BAR ADMISSIONS

- ◆ New Jersey (2019)
- ◆ Pennsylvania (2018)
- ◆ Eastern District of New Jersey (2020)
- ◆ Eastern District of Pennsylvania (2020)

Supreme Court of New Jersey

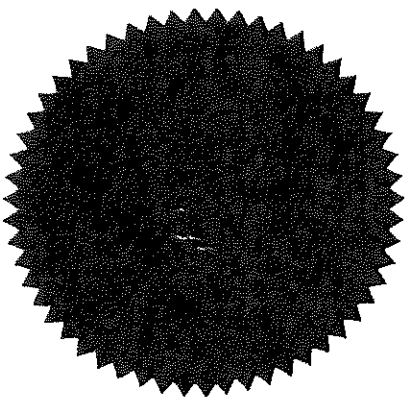


Certificate of Good Standing

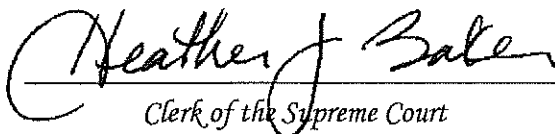
This is to certify that **LARA M RUGGERIO**
(No. **293512019**) *was constituted and appointed an Attorney at Law of New*
Jersey on **July 05, 2019** *and, as such,*
has been admitted to practice before the Supreme Court and all other courts of this State
as an Attorney at Law, according to its laws, rules, and customs.

I further certify that as of this date, the above-named is an Attorney at Law in Good Standing. For the purpose of this Certificate, an attorney is in "Good Standing" if the Court's records reflect that the attorney: 1) is current with all assessments imposed as a part of the filing of the annual Attorney Registration Statement, including, but not limited to, all obligations to the New Jersey Lawyers' Fund for Client Protection; 2) is not suspended or disbarred from the practice of law; 3) has not resigned from the Bar of this State; and 4) has not been transferred to Disability Inactive status pursuant to Rule 1:20-12.

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28TH *day of* **January** , 20 **20** .


Heather J. Baler
Clerk of the Supreme Court