

Contract of Employment Superintendent of Schools

Central Regional School District Board of Education

THIS CONTRACT is made this 30 day of ~~June~~ 2017 between **THE BOARD OF EDUCATION OF THE CENTRAL REGIONAL SCHOOL DISTRICT** in Ocean County (hereinafter "the Board") with offices located at 509 Forest Hills Parkway, Bayville, New Jersey 08721 and **DR. TRIANTAFILLOS PARLAPANIDES** (hereinafter "the Superintendent or "Dr. Parlapanides").

PREAMBLE

WITNESSETH

THIS EMPLOYMENT CONTRACT replaces and supersedes all prior Employment Contracts between the parties hereto. Signature to this Contract constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein;

WHEREAS, Dr. Parlapanides has served as the Board's Superintendent continuously since July 1, 2008;

WHEREAS, Dr. Parlapanides has previously fulfilled his initial employment contract to serve as the Board's Superintendent;

WHEREAS, the Board desires to continue to employ Dr. Parlapanides as the Board's Superintendent of the Central Regional School District ("District"); and,

WHEREAS, the Board desires to provide the Superintendent with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

WHEREAS, the Board and the Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the Superintendent is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

WHEREAS, the Board adopted/will adopt a resolution at a public meeting authorizing the re-appointment of Dr. Parlapandis as Superintendent of Schools for the District and to be shared with the Seaside Heights Public School District effective July 1, 2017, which the Seaside Heights Board of Education will also approve at a public meeting; and

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I

EMPLOYMENT

The Board hereby agrees to employ Dr. Parlapandis as Superintendent of Schools for the five-year period starting on July 1, 2017 through June 30, 2022. The parties acknowledge that this Contract must be approved by the Ocean County Executive County Superintendent, in accordance with applicable law and regulation.

ARTICLE II

CERTIFICATION

The parties acknowledge that the Superintendent currently possesses a standard certificate to act as chief school administrator, which certificate is located in his personnel file.

If, at any time during the term of this Contract, the Superintendent's certification(s) is/are revoked, this Contract shall be null and void as of the date of the revocation. The Superintendent

has official course transcripts for all earned postsecondary degrees, which are located in his personnel file.

ARTICLE III

DUTIES

In consideration of the employment, salary and fringe benefits established hereby, the Superintendent hereby agrees to the following:

A. To perform faithfully the duties of Superintendent of Schools for the Board and for the Seaside Heights School District under the Shared Services Agreement, and to serve as the chief school administrator in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Superintendent of Schools, and the Board's Shared Services Agreement with the Seaside Heights Board of Education are incorporated by reference into this Contract and are located in his personnel file.

B. To devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Board. Should the Superintendent choose to engage in such outside activities on weekends, on his vacation time, or at other times when he is not required to be present in the District, he shall retain any honoraria paid. The Superintendent shall notify the Board President in the event he is going to be away from the District on District business for one (1) or more days in any week. Any time away from the District that is not for District business must be arranged in accordance with provisions in this Contract governing time off. The Board recognizes that the demands of the Superintendent's position require him to work long and irregular hours, and occasionally may require that he attend to District business outside of the

District. The Superintendent is expected to be in District during normal regular administration office hours.

C. To assume the responsibilities for the selection, renewal, placement, removal, and transfer of personnel, subject to the approval of the Board, by recorded roll call majority vote of the full membership of the Board, and subject to applicable Board policies and directives. The Board shall not withhold its approval of any such recommendation for arbitrary or capricious reasons, all in accordance with *N.J.S.A. 18A:27-4.1*.

D. To non-renew personnel pursuant to *N.J.S.A. 18A:27-4.1*, and to provide a written statement of reasons for non-renewal upon proper request to the employee.

E. The members of the Board, individually and collectively, will refer to the Superintendent any and all criticisms, complaints and suggestions concerning the operation and management of the District called to their attention. The Board will not take action on any such criticisms, complaints, and/or suggestions until they are discussed by the Board members at a scheduled meeting of the Board and a consensus sought to direct the Superintendent to study, recommend, and/or take action. The Superintendent shall have the right to contact the Board attorney for legal assistance as the need arises in carrying out his duties.

F. To assume responsibility for the administration of the affairs of the District, including but not limited to programs, personnel, fiscal operations, and instructional programs. All duties and responsibilities therein will be performed and discharged by the Superintendent or by staff at the Superintendent's direction.

G. To have a seat on the Board and have the right to speak (but not vote) on all issues before the Board in accordance with applicable law. The Superintendent shall attend all regular and special meetings of the Board, (except where a *Rice* notice has been served upon the Superintendent notifying him that his employment will be discussed in closed session, and the Superintendent had not requested that the meeting be conducted in public, or where the

Superintendent has a conflict of interest), and all Committee meetings thereof, and shall serve as advisor to the Board and said Committees on all matters affecting the school District. In the event that the Superintendent is served with a *Rice* notice and chooses to have the ensuing discussion in private, the Superintendent shall, at a minimum, have a right to address the Board in closed session and to bring a representative of his choosing.

H. To suggest, from time to time, regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well-being of the District.

I. To perform all duties incident to the Office of the Superintendent and such other duties as may be prescribed by the Board from time to time, provided such duties are consistent with applicable statutes and regulations. The Board shall not substantially increase the duties of the Superintendent by assigning his duties or responsibilities of another position or title unless the parties agree upon additional compensation commensurate with such increase in duties and the additional compensation is reflected in an addendum to this contract and such addendum has been approved by the Executive County Superintendent. The Superintendent shall, at all times, adhere to all applicable federal and state statutes, rules, regulations, and executive orders, as well as Board Policies and Regulations.

ARTICLE IV

SALARY AND BENEFITS

A. Any adjustment in annual salary made during the life of this Employment Contract shall be in the form of an amendment and shall become part of this Employment Contract, but it shall not be deemed that the Board and the Superintendent have entered into a new employment contract.

1. Salary. The Board shall provide the following salary as part of the Superintendent's compensation:

a. Annual Salary. The Board shall pay the Superintendent an annual salary of ONE HUNDRED EIGHTY THOUSAND dollars (\$180,000), which is inclusive of a \$5,000 salary increment for the High School and a \$15,000 salary increment for serving as a Shared Superintendent for the Seaside Heights Board of Education, for each year of this Employment Contract. This annual salary rate shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees.

b. In the event that the New Jersey Department of Education's Accountability Regulations -- in particular the salary cap compensation limits set forth in N.J.A.C. 6A:23A-1.2 -- are materially revised, repealed and/or expire, the Parties agree to re-open the compensation provisions of this Employment Contract and discuss the possibility of revising the salary language consistent with then-current laws and regulations. Such discussions shall be conducted in good faith by both parties, but shall not be a guarantee of increased compensation, and any such salary increase shall be reflected in an addendum to this contract and shall be subject to the approval of the Ocean County Executive County Superintendent.

c. No salary increase of any kind will take effect on midnight July 1, 2022 (the final day of this Contract) unless the parties have agreed to a contract extension and that extension has been approved by the Executive County Superintendent. The terms of the extension will govern any increases to take effect after July 1, 2022. Any renewal, extension, or modification of this Contract shall comply with the notice provisions of *P.L.2007, c. 53, The School District Accountability Act* and N.J.A.C. 6A:23A-3.1, *et seq.*

d. No Reduction in Salary/Compensation. During the term of this Employment Contract, including any extension hereof, the Superintendent shall not be reduced in compensation and/or benefits excepts as provided by law.

2. Sick Leave. The Superintendent shall receive twelve (12) sick days annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon retirement, the Board shall pay the Superintendent for his unused sick days at the per diem rate of 1/260th of the Superintendent's then annual salary at the time of retirement, subject to a maximum payment of fifteen thousand dollars (\$15,000.00). Payment for sick days shall be consistent with the law in effect at the time this Contract is signed, and shall be payable only at the time of retirement from a state or locally administered retirement system. Accumulated unused sick leave compensation shall not be paid to the Superintendent's estate or beneficiaries in the event of death prior to retirement.

3. Professional Membership. The Board shall pay for the Superintendent's memberships in the following professional associations: NJASA, AASA, the JASA Legal Defense Fund, Ocean County Superintendent's Association/Roundtable, the Seton Hall Institute for Educational Leadership, and/or other organizations deemed necessary by the Superintendent and the Board to maintain and/or improve the Superintendent's professional skills.

4. Professional Development. The Superintendent may attend professional meetings and conventions at the local, state and national levels and may attend workshops, graduate courses and seminars relating to his duties and assignments as Superintendent. The Superintendent shall inform the Board, in advance of those meetings, workshops and conventions which extend beyond one (1) workday.

The Superintendent shall be entitled to attend the annual NJSBA Workshop and Convention, and one (1) professional convention of his choosing every other year of this Contract (no more than two out of the three years). No more than five (5) work days may be utilized for attendance at such meetings or conventions. The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at professional conferences up

to \$6,000 per year, and similar expenses which he may incur while discharging the duties of Superintendent in accordance with *P.L.2007, c. 53, The School District Accountability Act* and affiliated regulations. (*N.J.S.A. 18A:11-12 and N.J.A.C. 6A:23A-7, et seq.*). Reimbursement or payment for such expenses shall be made in accordance with P.L. 2007, c. 53, The School District Accountability Act and affiliated regulations and Board policies and OMB Circulars and documented receipts. The Board shall pay all costs and fees associated with any state-mandated continuing education.

5. Health Benefits. The Board shall provide the Superintendent with individual or family health benefits (including prescription) coverage, at his option through the Direct 20/30 Plan. The Superintendent shall contribute towards the cost of his health insurance premiums in accordance with N.J.A.C. 6A:23A-3.1(e)(4). In no case shall the Superintendent pay less than the 1.5% of base salary in accordance with N.J.S.A. 18A:16-17 (P.L. 1979, c. 391). Such limitation shall in no way link this Contract with any agreement collectively negotiated with District employees. The premium shall be paid by the Superintendent through payroll deduction. The Superintendent may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The Superintendent will be paid the lesser of twenty-five percent (25%) of the premium saved or five thousand dollars (\$5,000.00) for waiving such coverage. Any such payments will be in accordance with and are subject to applicable law and administrative regulation.

The Board shall also provide the Superintendent and his dependents with Dental Care coverage at no cost, Prescription coverage at no cost and Vision coverage in accordance with the contract of insurance presently in force between the District and its insurance carriers, or as mended in the future.

6. Vacation Leave.

a. The Superintendent shall be entitled to an annual vacation of twenty (20) working days per year. All of the vacation days shall be available for the Superintendent's use on July 1st of each year of the Contract.

b. The Superintendent shall take his vacation time after giving the Board President reasonable notice, and may take such days consecutively or individually based on his discretion. The Superintendent may take vacation days during the school year, upon notice to the Board President. However, no more than five (5) days may be used while school is in session. The Superintendent is expected to attend to the business of the District as required for the smooth and efficient operation of the school District. The Superintendent shall document the use of accrued vacation days with the Board Secretary.

c. The Board encourages the Superintendent to take his full vacation allotment each year; however, not more than fifteen (15) vacation days may be carried over by the Superintendent from year to year because of the business demands of the District. All days carried over must be used in the next year, or those days not taken will be forfeited.

d. With respect to any accrued and unused vacation days earned by virtue of his service as the Board's Superintendent, the Board, in the event of Superintendent's separation or retirement from the District, shall pay the Superintendent for those earned but unused vacation days at the Superintendent's daily rate of pay, based upon a 260-day work year, following his last day of employment on his then current salary. The payout under this provision shall be consistent with applicable law and regulation at the time that this Contract was entered into. In the event of the Superintendent's death, payment shall be made to his estate.

7. Holidays. The Superintendent shall be entitled to all holidays granted to twelve (12) month staff in the District.

8. Personal Leave. The Superintendent shall be entitled to four (4) personal days, to attend to personal business during the school day, with full pay during the work year. Personal days may be taken during the school year with the prior permission of the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be reflected on time-off slips filed with the Board Secretary. Personal days are non-cumulative and non-reimbursable.

9. Bereavement. The Superintendent shall have bereavement leave for death in the immediate family for up to five (5) work days. For purposes of this Contract, "immediate family" means and includes spouse, mother, mother-in-law, father, father-in-law, grandparent, brother, sister, children, and grandchildren.

10. Tax Sheltered Plans. The Board will make available to the Superintendent existing tax sheltered annuity plans in the District. The Superintendent shall have the right at any time prior to the commencement of, or at any time during the Superintendent's employment, to take a reduction in salary and require the Board to use an amount corresponding to such reduction to purchase a tax sheltered annuity and/or mutual fund investment in accordance with N.J.S.A. 18A:66-127, et seq. and applicable tax laws, including Sections 403 (b) and 457(b) of the Federal Internal Revenue Code. The maximum amount of reduction in salary authorized shall be the maximum tax deferral amount permitted by the Federal Internal Revenue Code.

11. Job-Related Expenses. The Superintendent shall be reimbursed for actual mileage when using his personal vehicle for Board business as annually established by the Annual Appropriations Act or the New Jersey Office of Management and Budget. Reimbursement for the use of a personal vehicle shall be tendered only upon proof of compliance with applicable

regulations and a detailed mileage log, which shall be presented to the Board of Education for approval at Board of Education meetings. The Superintendent shall also be provided with a cell phone, which phone may also be used for some personal calls. The Superintendent shall also be provided with a computer and other necessary equipment in order to be able work remotely on Board business from home.

12. Attendance Record. The Superintendent shall be responsible for filing a time-off slip, in advance of the time off, as set forth herein, or immediately upon his return to the District in the event of an unplanned absence, with the administrative assistant to the Superintendent each time any leave is taken. The Superintendent and the Board President shall periodically review the Superintendent's attendance record to assure correctness.

13. Indemnification. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and/or employee of the Board, provided the incident, which is the subject of any such demand, claim, suit, action or legal proceeding, arose while the Superintendent was acting within the scope of his employment and the actions of the Superintendent upon which the demand, claim, suit, action or legal proceeding are based do not constitute actual fraud, actual malice, willful misconduct or an intentional wrong. If, in the good faith opinion of the Superintendent, a conflict exists in regard to the defense of any claim, demand or action brought against his, and the position of the Board in relation thereto, the Superintendent may engage his own legal counsel, in which event the Board shall indemnify the Superintendent for the costs of his legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies, including employment practices liability coverage, in the minimum amount of \$1 million.

14. Professional Publications. The Superintendent may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

ARTICLE V

ANNUAL EVALUATION

A. The Board shall evaluate the performance of the Superintendent at least once a year on or before June 30th, in accordance with statutes, regulations and Board policy relating to Superintendent evaluation. Each annual evaluation shall be in writing and shall represent a majority of the Board. Prior to its finalization, a copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a *Rice* notice has been served upon the Superintendent, giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, which shall include encouragement of student achievement, the responsibilities of the Superintendent as set forth in the job description for the position of Superintendent, the District's placement on the NJQSAC continuum (with respect to those DPRs that are within the Superintendent's control), and such other criteria as the State Board of Education shall by regulation prescribe. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. The Superintendent shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the evaluation in question. On or before June 1st of each

year of this Employment Contract, the Superintendent and the Board shall meet to review the evaluation format and to mutually determine the evaluation format to be used in the subsequent school year.

The final draft of the annual evaluation shall be adopted by the Board by June 30th of each year of this Contract. The Superintendent shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

B. Within sixty (60) days of the execution of this Employment Contract, the parties shall meet to establish the District's goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing and shall be among the criteria by which the Superintendent is evaluated, as hereinafter provided. On, or prior to, June 1st of each succeeding school year, the Parties will meet to establish the District's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

C. The Parties also agree that the Board shall not hold any discussions regarding the Superintendent's employment, unless the Superintendent is given written notice at least forty-eight (48) hours in advance, is given the opportunity to address the Board in closed session, and is permitted to have a representative of his choosing speak on his behalf. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, or that may adversely affect the Superintendent's employment, in public session, unless the Superintendent requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate and the Superintendent's employment will cease, and no compensation shall thereafter be paid, under any one of the following circumstances:

1. Failure to possess/obtain proper certification;
2. Revocation or suspension of the Superintendent's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by *N.J.S.A. 18A:17-15.1*;
3. Forfeiture under *N.J.S.A. 2C: 51-2*;
4. Mutual agreement of the parties;
5. Notification in writing by the Board to the Superintendent, at least one hundred and fifty calendar days prior to the expiration of this Contract (or by January 31, 2022), of the Board's intent not to renew this Contract; or
6. Material misrepresentation of employment history, educational and/or professional credentials relating to his position as a certificated educator, or of his criminal background, subject to *N.J.S.A. 18A:6-10*.

B. In the event the Superintendent is arrested and charged with a criminal offense, which could result in forfeiture under *N.J.S.A. 2C:51-2*, the Board reserves the right to suspend his pending resolution of the criminal charges. Such suspension shall be with pay prior to indictment, and may be with or without pay, at the Board's discretion, subsequent to indictment, unless the Board certifies contractual tenure charges.

C. Nothing in this Contract shall affect the Board's rights with regard to suspension under *N.J.S.A. 18A:6-8.3* and applicable case law.

D. The Superintendent may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of his intention to resign.

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Contract, except as authorized by paragraphs B. and C. *supra* and *N.J.S.A. 18A:17-20.2*, provided, however, that the Board shall have the authority to relieve the

Superintendent of the performance of his duties in accordance with *N.J.S.A. 18A:27-9*, so long as it continues to pay his salary and benefits for the duration of the term. The parties understand that any early termination must comply with the provisions of *P.L. 2007, c. 53, The School District Accountability Act*.

ARTICLE VII

RENEWAL – NON RENEWAL

This Employment Contract shall automatically renew for a term of five years expiring July 1, 2027, unless either of the following occurs:

- A. The Board by contract reappoints the Superintendent for a different term allowable by law; or
- B. The Board notifies the Superintendent in writing on or before January 31, 2022 that he will not be reappointed at the end of the current term, in which case his employment as Superintendent shall cease upon the expiration of this Contract.
- C. Pursuant to *N.J.S.A. 18A:17-20.4*, the Superintendent retains all tenure rights accrued in any position which he previously held in the District. The Superintendent shall also continue to accrue seniority in all positions in which he achieved tenure in the District. The Superintendent shall have the right to assert all tenure and seniority rights in the event that the Board does not renew the Superintendent for any reason.

ARTICLE VIII

COMPLETE AGREEMENT

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE IX

SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

ARTICLE X

RELEASE OF PERSONNEL INFORMATION PERSONNEL RECORDS

The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. He shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in his file that he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him shall be destroyed.

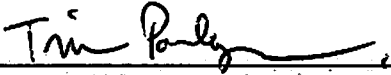
No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in his personnel file unless he has had an opportunity to review the material. The Superintendent shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Superintendent shall also have the right to submit a written answer to such material.

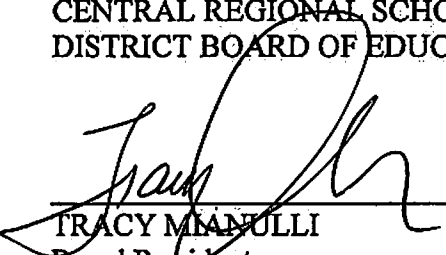
The Board acknowledges and agrees that disclosure of personnel information is governed by the Open Public Records Act, codified at N.J.S.A. 47:1A-1, et seq., Executive Order No. 11

(November 15, 1974), Executive Order No. 21 (July 8, 2002), Executive Order No. 26 (August 13, 2002), and case law interpreting them.

IN WITNESS WHEREOF, the parties have set their hands and seals to this Employment Contract effective on the day and year first above written.

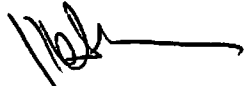
CENTRAL REGIONAL SCHOOL
DISTRICT BOARD OF EDUCATION


DR. TRIANTAFILLOS PARLAPANIDES
Superintendent


TRACY MIANULLI
Board President

WITNESS:




KEVIN O'SHEA,
Business Administrator/Board Secretary

DATE: 7/20/2017

DATE: 7/20/17



State of New Jersey
DEPARTMENT OF EDUCATION

CHRIS CHRISTIE
Governor

KIM GUADAGNO
Lt. Governor

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KIMBERLY HARRINGTON
Acting Commissioner

JUDITH DEStEFANO-ANEN
Interim Executive County Superintendent

June 9, 2017

Mr. Kevin O'Shea, School Business Administrator/Board Secretary
Central Regional School District
509 Forest Hills Parkway
Bayville, NJ 08721

Dear Mr. O'Shea:

I have reviewed the employment contract and the detailed statement of contract costs for Triantafillos Parlapanides for the position of Superintendent of Schools, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract and the detailed statement of contract costs subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for the period from July 1, 2017 through June 30, 2022.

If there are any changes to the terms of this contract, you will need to submit it to me for review and approval prior to the required public notice and hearing of such changes.

Sincerely,

A handwritten signature in cursive script, appearing to read "J. DeStefano-Anen".

Judith DeStefano-Anen, Ed.D.
Interim Executive County Superintendent
Ocean County Office of Education

JDA/mw

CC: Dr. Triantafillos Parlapanides, Superintendent of Schools