

Simons, Jennifer

From: Sydney Kennedy <skennedy@cgajlaw.com>
Sent: Thursday, January 30, 2025 10:57 AM
To: ControversiesDisputesFilings
Cc: Bruce Padula; Sanford Oxfeld; [REDACTED]; Jessica Alfone; Amy P Doherty
Subject: [EXTERNAL] Middletown Township Board of Education and Daniel Rodrick
Attachments: 2025.1.30 to the Commissioner re DR - Final.zip

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Dear Acting Commissioner Dehmer:

On behalf of Bruce W. Padula, Esq., counsel to the Middletown Township Board of Education, please see the attached correspondence with Exhibits 1-8 enclosed. This firm will be representing the Board in regards to the tenure charges that are being filed against one of its teaching staff members, Daniel Rodrick. Mr. Rodrick's attorneys, Mr. Oxfeld and Mr. Burke, have been copied on this email.

A copy of the attached will be sent to your attention via Federal Express Overnight mail, as well as to Mr. Oxfeld and Mr. Burke's offices. Please do not hesitate to contact Mr. Padula at bpadula@cgajlaw.com or 732-583-7474 with any questions or concerns. Thank you.

Sincerely,

Sydney Kennedy, Legal Assistant
Cleary | Giacobbe | Alfieri | Jacobs, LLC
www.cgajlaw.com | skennedy@cgajlaw.com
955 State Route 34, Suite 200
Matawan, NJ 07747
T: (732) 583-7474
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BRUCE W. PADULA, Partner
bpadula@cgajlaw.com

Reply to: Matawan Office

January 30, 2025

Via Email and Federal Express Overnight

Kevin Dehmer, Acting Commissioner
New Jersey Department of Education
100 River View Plaza
P.O. Box 500
Trenton, NJ 08625-0500

Re: Middletown Township Board of Education and Daniel Rodrick

Dear Acting Commissioner Dehmer:

Please be advised that this firm is Board Counsel to the Middletown Township Board of Education (“Board”) and will be representing the Board in regards to the tenure charges that are being filed against one of its teaching staff members, Daniel Rodrick. At its meeting on January 27, 2025, and during closed, executive session, the Board determined that there was probable cause sufficient to credit the evidence in support of the tenure charges that its Superintendent of Schools, Dr. Jessica L. Alfone, brought against Mr. Rodrick. Enclosed with this correspondence is a copy of the following:

1. Dr. Alfone’s December 19, 2024, Sworn Tenure Charges;
2. Dr. Alfone’s December 19, 2024, Statement of Evidence;
3. Dr. Alfone’s December 19, 2024, notification to Mr. Rodrick that tenure charges were filed with the Board of Education;
4. Dr. Alfone’s December 19, 2024, notification to Amy Doherty that tenure charges were filed with the Board of Education;
5. Mr. Rodrick’s January 10, 2025, Response and Rebuttal to the Tenure Charges, through his attorney, Sanford R. Oxfeld, Esq.;
6. Board’s January 27, 2025 Certificate of Determination in support of the tenure charges;
7. January 28, 2025 notice to Daniel Rodrick, through counsel, that the Board of Education found probable cause and did certify the tenure charges filed against him; and
8. Certificate of Service upon Mr. Rodrick of the filing of the Sworn Tenure Charges and Statement of Evidence with the Commissioner of Education.

Matawan Office: 955 State Route 34, Suite 200, Matawan, NJ 07747 Tel 732 583-7474 Fax 732 290-0753

Oakland Office: 169 Ramapo Valley Road, UL 105, Oakland, NJ 07436 Tel 973 845-6700 Fax 201 644-7601

Somerville Office: 50 Division Street, Suite 501, Somerville, NJ 08876 Tel 732 583-7474 Fax 908 524-0096

Haddonfield Office: 255 Kings Highway East, Haddonfield, NJ 08033 Tel 732 583-7474 Fax 732 290-0753

In addition to the foregoing documents, set forth below is a summary of the anticipated testimony to be provided by the Board's expert and factual witnesses:

a. **Shannon Smith, Principal of Thorne Middle School**, may testify regarding, but not limited to, her service as Principal; her responsibilities as Principal; her involvement in investigating and resolving the various complaints filed with the District concerning Rodrick at the time that she was Rodrick's immediate supervisor; her interactions and communications with Rodrick, including with regards to Rodrick's failure to attend several faculty meetings; her communications and interactions with administrators, staff, and students regarding Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading, and interaction with students; and, she may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

b. **Dr. Lindsay Lorson, Assistant Principal of Thorne Middle School**, may testify regarding, but not limited to, her service as Assistant Principal; her responsibilities as Assistant Principal; her involvement in investigating and resolving the various complaints filed with the District concerning Mr. Rodrick; her interactions and communications with Mr. Rodrick, including with regards to Mr. Rodrick's failure to attend several faculty meetings; her communications and interactions with administrators, staff, and students regarding Mr. Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading and interaction with students; and she may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

c. **James Homiak, former Assistant Principal of Thorne Middle School**, may testify regarding, but not limited to, his service as Assistant Principal; his responsibilities as Assistant Principal; his involvement in investigating and resolving the various complaints filed with the District concerning Mr. Rodrick; his interactions and communications with Mr. Rodrick; his communications and interactions with administrators, staff, and students regarding Mr. Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading, and interaction with students; and, he may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

d. **Dr. Jessica Alfone, current Superintendent of Schools**, may testify regarding, but not limited to, her service as the Superintendent of Schools of the District; the roles and responsibilities of school teachers; the performance and conduct expectations and essential duties of school teachers; her involvement in investigating and resolving various complaints concerning Mr. Rodrick; her administrative review of Mr. Rodrick's personnel record and performance during the course of his employment with the District; the District's expectations regarding teacher conduct, instruction, and interaction with students; and, may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

e. **Patrick Rinella, Assistant Superintendent**, may testify regarding, but not limited to, his service as Assistant Superintendent; his responsibilities as Assistant Superintendent; his involvement in investigating and resolving the various complaints filed with the District concerning Mr. Rodrick; his interactions and communications with Mr. Rodrick; his communications and interactions with administrators, staff, and students regarding Mr. Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading, and interaction with students; and, he may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

f. **Christine McQuillan, School Counselor**, may testify concerning her duties and responsibilities, and her interaction with students and how they relayed their experiences in Rodrick's class and what they expressed to her about their desire to be removed from Rodrick's class. She may also testify about her experiences communicating with parents of students in Rodrick's class.



h. **The parents** [redacted] may testify about their child's experience in Rodrick's class [redacted]

i. Any other factual or expert witness whose testimony may be relevant to rebut record evidence, including fact and expert testimony, that is presented on Rodrick's behalf.

j. Any individual named or identified in any document.

The Board reserves the right to call additional witnesses, who are not named above, as rebuttal witnesses to any experts or factual witnesses that Mr. Rodrick may present as part of his defense.

Thank you for your attention to this matter.

Very truly yours,

A handwritten signature in blue ink that reads "Bruce W. Padula".

Bruce W. Padula, Esq.

BWP/sk

- c: Dr. Jessica L. Alfone, Superintendent of Schools (via email)
Amy P. Doherty, Business Administrator/Board Secretary (via email)
Sanford R. Oxfeld, Esq., Mr. Rodrick's Attorney (via Federal Express and email)
Donald F. Burke, Jr., Esq., Mr. Rodrick's Attorney (via Federal Express and email)

EXHIBIT 1

MIDDLETOWN TOWNSHIP PUBLIC SCHOOL DISTRICT

IN THE MATTER OF THE TENURE
CHARGES AGAINST DANIEL RODRICK,
TENURED TEACHER, EMPLOYED BY
MIDDLETOWN TOWNSHIP PUBLIC
SCHOOL DISTRICT BOARD OF
EDUCATION

**TENURE CHARGES OF
UNBECOMING CONDUCT AND
OTHER JUST CAUSE**

The undersigned, Dr. Jessica Alfone, Superintendent of the Middletown Township School District (hereinafter referred to as the “District”), having been duly sworn upon my oath, according to law, hereby charge Daniel Rodrick (hereinafter referred to as “Rodrick” or “Employee”), a tenured teacher employed by the Middletown Township School District Board of Education (hereinafter referred to as “Board” or “District”), with unbecoming conduct and other just cause for dismissal pursuant to N.J.S.A. 18A:6-10 et seq.

1. Since on or about September 1, 2002, the District employed Rodrick as a certificated teaching staff member, in which position he has acquired tenure. Rodrick is currently assigned to Thorne Middle School (“Thorne”), which houses grades six through eight.

2. As a member of the teaching staff, teachers, at all times, are expected to conduct themselves in a professional manner, in accordance with the law, District policies and regulations, and must exhibit high standards of behavior, integrity and sound judgment, and, most importantly, ensure the safety of students.

3. During the 2024-25 school year, Rodrick was scheduled to teach five blocks, one of which is a sixth-grade class entitled Hands-on Construction Lab, from 9:07 am to 10:07 am.

4. From the outset of the 2024-25 school year, students in Rodrick’s class began making numerous complaints about him and met with their guidance counselors requesting to be

removed from Rodrick's class. Such requests are out of the ordinary, prompting Thorne administration to investigate the matter further.

Personal telephone calls during scheduled instructional time

5. During that investigation, on or about November 13, 2024, one of the students who requested to be removed from Rodrick's class informed Thorne administration that Rodrick is on his phone using text to speak. This was not the first time that Administration has heard the comment from students that Rodrick is on his cellular phone during classroom instructional time. Additionally, the student indicated that Rodrick was using the school phone during class instructional time. The school phone refers to the hardline phone on the teacher's desk in every classroom.

6. As a result of this information, Administration reviewed the call logs from the telephone in Rodrick's classroom. The call logs demonstrated that on September 23, 2024, Rodrick made three (3) telephone calls during his scheduled instructional time, which were unrelated to school business. The first call was at 9:19:22 am and lasted for five minutes seventeen seconds (5:17). The second call was at 9:30:17 am and lasted for five minutes thirty-four seconds (5:34) and the third call was attempted at 9:36:13 am and lasted for sixteen seconds (0:16).

7. Thus, over a period of seventeen minutes and seven seconds (17:07), during which Rodrick was responsible for teaching and supervising students, Rodrick was on the telephone for eleven minutes and seven seconds (11:07). A search of the telephone numbers established that the calls were not school-related.

8. Leaving sixth grade students unattended and unsupervised for any amount of time – over eleven minutes in this case – while attending to personal business is unacceptable,

endangers the safety and welfare of the students in that class, and warrants removal from one's position.

Outside email and phone activity during scheduled instructional time

9. This conduct was consistent with reports the District previously received from individuals outside the District. Rodrick serves as the mayor of Toms River Township. Through records obtained pursuant to the Open Public Records Act ("OPRA") and provided to the District, these individuals alleged that Rodrick was conducting Township business during his scheduled instructional time.

10. An analysis of those records established that Rodrick sent eleven (11) emails from his Township email account during his scheduled Middletown instructional time. Those emails occurred on January 26, 2024 (3), January 31, 2024 (5), February 5, 2024, and February 9, 2024 (1).

11. Similarly, telephone records obtained through OPRA and provided to the District demonstrate that Rodrick utilized his telephone on the following days during his scheduled instructional time: January 3, 2024 (2), January 16, 2024 (1), February 13, 2024 (1), April 10, 2024 (1), April 12, 2024 (2), and April 15, 2024 (1).

12. Thus, in addition to leaving students unattended during his instructional time for telephone calls, Rodrick has, on several occasions, performed work utilizing his Toms River email and telephone during his scheduled instructional time. This is unacceptable and warrants removal.

Misrepresentation during the investigation into untimely grading

13. Further exacerbating the situation, during Fall 2024, the District began receiving complaints from several parents about Rodrick's grading practices, most significantly, the timely

inputting of grades. Thorne administration informed Rodrick of the complaints and the pending investigation, which would include a meeting with Rodrick.

14. During that meeting Rodrick claimed that all grades were input into the computer system in a timely manner. That was not true. District computer records demonstrate that Rodrick consistently input student grades well after the due date. Indeed, Rodrick was aware of this when he misrepresented to administration that he timely inputs all of his grades.

15. These incidents are the culmination of escalating performance issues with which Rodrick has presented the District. These include documented discipline for inappropriate staff conduct, failure to timely prepare lesson plans, failing to attend faculty meetings, failing to timely respond to parents inquires and failing to input student grades.

16. For example, commencing in 2012, the District began counseling Rodrick about his attendance issues. In that regard, he received such notices in 2012, 2018, 2019 and 2020.

17. In October 2022, Rodrick received a counseling memorandum for inappropriate staff conduct. Specifically, Mr. Rodrick exposed his chest and stomach in the presence of students and staff in the school's gymnasium.

18. Further, in February 2024, Rodrick received additional written counseling concerning his failure to meet deadlines for posting grades, failure to sign in, poor faculty meeting attendance, lack of consistency in submitting lesson plans, and poor email responsiveness. As stated above, those issues continued into Fall 2024.

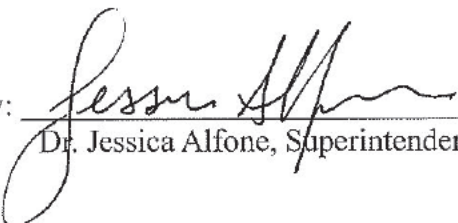
19. In November 2024, Rodrick received a written reprimand for continually and repeatedly missing faculty meetings, and his pattern of last-minute notifications that he would not be attending such meetings. This reprimand detailed that Mr. Rodrick had missed faculty

meetings on December 12, 2023, January 23, 2024, February 8, 2024, September 24, 2024 and October 16, 2024.

20. In addition to these items, the District received – and continues to receive – several emails from parents of students in Rodrick’s class concerning the lack of updated grades in the online portal known as Genesis, and Rodrick’s failure to timely reply to parents’ inquiries.

21. To date this school year, [REDACTED] students have requested to be removed from Rodrick’s class for various reasons. Such requests are atypical.

22. As described in detail above, Rodrick must be removed from his position as a tenured teacher in Middletown Township for the following conduct: (1) leaving students unattended to take telephone calls for over eleven (11) minutes during his scheduled instructional time; (2) conducting work on his Toms River telephone and email account during his scheduled instructional time; and (3) misrepresenting the timely inputting of grades to District administration. Such conduct violated District Policy 4119.2/4219.2, “Responsibilities – Student Welfare,” and constitutes conduct unbecoming and other just cause for removal.

By: 
Dr. Jessica Alfone, Superintendent

Sworn and subscribed to me on this
19th day of December, 2024


NOTARY PUBLIC
STATE OF NEW JERSEY

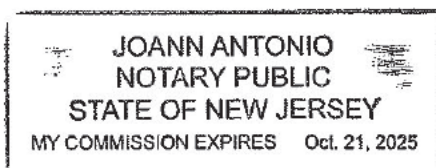


EXHIBIT 2

MIDDLETOWN TOWNSHIP BOARD OF EDUCATION

IN THE MATTER OF THE TENURE
CHARGES AGAINST DANIEL RODRICK,
TENURED TEACHER, EMPLOYED BY
MIDDLETOWN TOWNSHIP PUBLIC
SCHOOL DISTRICT BOARD OF
EDUCATION

**SWORN STATEMENT OF
EVIDENCE**

I, Dr. Jessica Alfone, Superintendent of the Middletown Township School District (hereinafter the "District"), having been duly sworn upon my oath, according to law, depose and say:

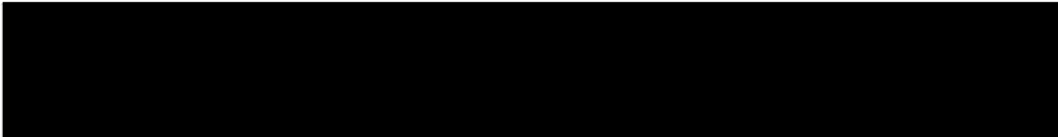
1. I am presently employed by the Middletown Township School District Board of Education (hereinafter the "Board") as the Superintendent of the District.

2. In that capacity, I hereby file charges for dismissal against Daniel Rodrick (hereinafter "Rodrick"), a tenured teacher employed by the District, for unbecoming conduct and other just cause pursuant to N.J.S.A. 18A:6-10, et eq.

3. I have personally prepared, read, and/or reviewed the evidence in support of the charges for dismissal against Rodrick, which is attached hereto as Bates Stamp MIDD0001-MIDD0113.

4. I hereby certify that the evidence in support of the charges stated above against Rodrick consists of the following, true and accurate copies of which, where practical, are attached to the Sworn Tenure Charges:

- a. MIDD0001: Call logs documenting telephone calls Rodrick made during his scheduled teaching time;

- b. MIDD0002-MIDD0007: Email and Telephone logs documenting email and telephone activity from Rodrick's Toms River email account and telephone made during his scheduled teaching time;
- c. MIDD0008-MIDD0009: Copy of Board Policy 4119.2/4219.2, "Responsibilities – Student Welfare;"
- d. MIDD0010: Undated memorandum prepared by Principal Shannon Smith entitled "Summary of Concerns in Hands-On Construction (HOC) Class;
- e. MIDD0011-MIDD0025: Several memoranda and email counseling, reprimanding and admonishing Rodrick for performance issues and disciplinary infractions between 2012 and 2024;
- f. MIDD0026-MIDD0061: Several emails from Rodrick, District Staff, District Administration, and Parents concerning Rodrick's performance, teaching, grades, safety and other employment-related issues;
- g. MIDD0062-MIDD0067: Communications and correspondence from students

- h. MIDD0068-MIDD0113: Copies of screen shots from the Genesis online grade management portal indicating the due date for inputting grades and the date Rodrick input the grades.

5. In addition to the foregoing documents, the Board may rely upon other documents included in Rodrick's personnel file relevant to the charges of unbecoming conduct and other just cause, and such other documents, which discovery may reveal in connection with this matter, and

any other document which may refute or rebut any claim or defense made by Rodrick in connection with this matter.



6. In addition to the foregoing documents, and documents that may become relevant following discovery, the Board may rely upon the testimony of any and/or all of the following individuals, a summary of their anticipated testimony being provided:

- a. SHANNON SMITH, Principal of Thorne Middle School, may testify regarding, but not limited to, her service as Principal; her responsibilities as Principal; her involvement in investigating and resolving the various complaints filed with the District concerning Rodrick at the time that she was Rodrick's immediate supervisor; her interactions and communications with Rodrick, including with regards to Rodrick's failure to attend several faculty meetings; her communications and interactions with administrators, staff, and students regarding Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading, and interaction with students; and, she may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.
- b. DR. LINDSAY LORSON, Assistant Principal of Thorne Middle School, may testify regarding, but not limited to, her service as Assistant Principal; her responsibilities as Assistant Principal; her involvement in investigating and resolving the various complaints filed with the District concerning Mr. Rodrick; her interactions and communications with Mr. Rodrick, including with regards to Mr. Rodrick's failure to attend several faculty meetings; her communications and interactions with administrators, staff, and students regarding Mr. Rodrick's

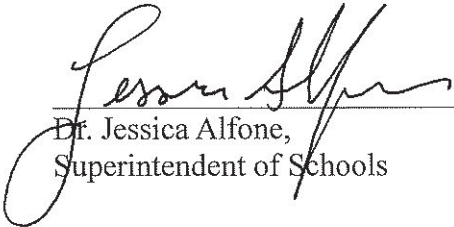
classroom conduct; the District's expectations regarding teacher conduct, instruction, grading and interaction with students; and, she may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

- c. JAMES HOMIAK, former Assistant Principal of Thorne Middle School, may testify regarding, but not limited to, his service as Assistant Principal; his responsibilities as Assistant Principal; his involvement in investigating and resolving the various complaints filed with the District concerning Mr. Rodrick; his interactions and communications with Mr. Rodrick; his communications and interactions with administrators, staff, and students regarding Mr. Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading, and interaction with students; and, he may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense
- d. DR. JESSICA ALFONE, current Superintendent of Schools, may testify regarding, but not limited to, my service as the Superintendent of Schools of the District; the roles and responsibilities of school teachers; the performance and conduct expectations and essential duties of school teachers; my interactions and communications with Mr. Rodrick; Mr. Rodrick's conduct, professionalism, demeanor, and classroom environment; my involvement in investigating and resolving various complaints concerning Mr. Rodrick; my administrative review of Mr. Rodrick's personnel record and performance during the course of his employment with the District; the District's expectations regarding teacher


conduct, instruction, and interaction with students; and, may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense.

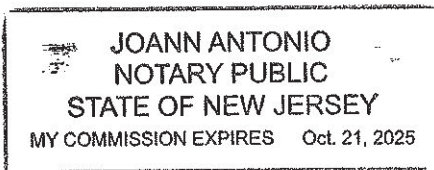
- e. PATRICK RINELLA, Assistant Superintendent, may testify regarding, but not limited to, his service as Assistant Superintendent; his responsibilities as Assistant Superintendent; his involvement in investigating and resolving the various complaints filed with the District concerning Mr. Rodrick; his interactions and communications with Mr. Rodrick; his communications and interactions with administrators, staff, and students regarding Mr. Rodrick's classroom conduct; the District's expectations regarding teacher conduct, instruction, grading, and interaction with students; and, he may also provide rebuttal testimony to evidence presented by Mr. Rodrick, including any fact and/or expert witness he may present in his defense
- f. CHRISTINE McQUILLAN, School Counselor, may testify concerning her duties and responsibilities, and her interaction with students and how they relayed their experiences in Rodrick's class and what they expressed to her about their desire to be removed from Rodrick's class. She may also testify about her experiences communicating with parents of students in Rodrick's class.
- g. 
- h. The parents  may testify about their experience in Rodrick's class and the reasons they requested to be removed.

- i. Any other factual or expert witness whose testimony may be relevant to rebut record evidence, including fact and expert testimony, that is presented on Rodrick's behalf.
- j. Any individual named or identified in any document.


Dr. Jessica Alfone,
Superintendent of Schools

Sworn to and subscribed before
me this 19 day of December, 2024


NOTARY PUBLIC
STATE OF NEW JERSEY



Detailed Reports
Duration By Station

sday, November 14, 2024

Filter: Call Type not empty or equal PSTN outgoing call through private network or equal Private network outgoing call to public network or equal Private network outgoing call to private network or equal PSTN or private network outgoing call through private network or equal PSTN Incoming Call or equal PSTN incoming call through private network or equal PSTN incoming call to private network or equal Private network incoming call to private network or equal PSTN or private network incoming call through private network or equal Private network incoming call,
Acting Extension Number containing 7755

Name :Account Code TH

Extension : 19996

Call Type :PSTN Outgoing Call

Date/Hour	In/Outgoing No.	No. of Calls	Duration	Initial Dialed No.	Acting Ext
9/23/24 9:19:22 AM	[REDACTED]	1	00:05:17	[REDACTED]	7755
9/23/24 9:30:17 AM	[REDACTED]	1	00:05:34	[REDACTED]	7755
9/23/24 9:36:13 AM	[REDACTED]	1	00:00:16	[REDACTED]	7755
Total	[REDACTED]	3	00:11:07	[REDACTED]	

Sent	Subject or Title	Sender or Created by	Recipients in To line	Recipients in Cc line
11/17/23 14:20	Re: Business Administrator	Daniel Rodnick <drodnick@tomsrivertownship.com>	Louis Amoroso <LAmoroso@tomsrivertownship.com>	
11/23/23 14:27	Zoning & Planning Terms	Daniel Rodnick <drodnick@tomsrivertownship.com>	Daniel Rodnick	
12/21/23 14:15	Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>	
12/21/23 14:18	Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Mike Cruglio <mcruoglio@tomsrivertownship.com>, Judith Tutela <jtutela@tomsrivertownship.com>	Mike Cruglio <mcruoglio@tomsrivertownship.com>, Judith Tutela <jtutela@tomsrivertownship.com>	
12/21/23 14:20	Re: Health Insurance New officials	Daniel Rodnick <drodnick@tomsrivertownship.com>	Meguckinsq	comcast <stirella@comcast.net>, Juan Cipriani <jcipriani@rmshe.l
12/21/23 14:21	Re: EMT Stats	Daniel Rodnick <drodnick@tomsrivertownship.com>	"Little, Mitch" <mlittle@trpolice.org>	
12/21/23 14:47	Re: Signatures	Daniel Rodnick <drodnick@tomsrivertownship.com>	Mike Cruglio <mcruoglio@tomsrivertownship.com>	
1/3/24 9:54	Re: RFP's	Daniel Rodnick <drodnick@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Scott Tirelli Cassie Capparelli	
1/4/24 11:48	Re: Office Spackle & Paint	Daniel Rodnick <drodnick@tomsrivertownship.com>	Michael Freudenberg <MFreudenberg@tomsrivertownship.com>, Scott Tirella <stirella@tomsrivertownship	
1/5/24 13:23	Re: Aquatics, Beach Tables	Daniel Rodnick <drodnick@tomsrivertownship.com>	Scott Tirella <stirella@tomsrivertownship.com>	
1/8/24 13:33	Re: Police Department New Hire	Daniel Rodnick <drodnick@tomsrivertownship.com>	Tim Russell <trussell@tomsrivertownship.com>, Cassie Capparelli <ccapparelli@tomsrivertownship.com>	
1/8/24 12:43	Re: Signage Shelter	Daniel Rodnick <drodnick@tomsrivertownship.com>	Michael Freudenberg <MFreudenberg@tomsrivertownship.com>, Laura Picurro <LPicurro@tomsrivertown	
1/8/24 12:48	Re: Washing Machines	Daniel Rodnick <drodnick@tomsrivertownship.com>	Tara Lewczak <TLewczak@tomsrivertownship.com>, Scott Tirella <stirella@comcast.net>, Scott Tirella <st	
1/9/24 13:24	Re: Employee List - Incorrect Job Titles	Daniel Rodnick <drodnick@tomsrivertownship.com>	Craig Coleman <ccoleman@tomsrivertownship.com>	
1/9/24 14:52	Fwd: Finding Rfps	Daniel Rodnick <drodnick@tomsrivertownship.com>	Craig Coleman <ccoleman@tomsrivertownship.com>	
1/9/24 14:53	Re: Finding Rfps	Daniel Rodnick <drodnick@tomsrivertownship.com>	Craig Coleman <ccoleman@tomsrivertownship.com>	
1/9/24 14:55	Re: Finding Rfps	Daniel Rodnick <drodnick@tomsrivertownship.com>	Cassie Capparelli <ccapparelli@tomsrivertownship.com>	
1/12/24 14:28	Shogun	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>, Cassie Capparelli <ccapparelli@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Cassie Capparelli <ccapparelli@tomsrivertownship.com>	
1/16/24 14:48	Re: Cipriani Resolution	Daniel Rodnick <drodnick@tomsrivertownship.com>	Anthony Merlino <amerlino@tomsrivertownship.com>, Scott Tirella <stirella@tomsrivertownship.com>	
1/18/24 13:23	Re: Beach Replenishment - APP article	Daniel Rodnick <drodnick@tomsrivertownship.com>	scott@grumpystackle.com	
1/18/24 14:03	Re: Beach Replenishment - APP article	Daniel Rodnick <drodnick@tomsrivertownship.com>	scott@grumpystackle.com	
1/19/24 12:49	Re: Toms River Animal Shelter	Daniel Rodnick <drodnick@tomsrivertownship.com>	Nicole Dunne	
1/19/24 12:50	Re: Toms River Shelter	Daniel Rodnick <drodnick@tomsrivertownship.com>	Matt Geisinger <Matt@LostMyDog.org>	
1/19/24 12:51	Re: Toms River Shelter	Daniel Rodnick <drodnick@tomsrivertownship.com>	Matt Geisinger <Matt@LostMyDog.org>	
1/19/24 12:54	Re: Meeting 1/18/24	Daniel Rodnick <drodnick@tomsrivertownship.com>	joe gigem	
1/22/24 13:01	Re: Animal shelter	Daniel Rodnick <drodnick@tomsrivertownship.com>	Jane Filan <filan98@verizon.net>	
1/23/24 13:39	Re: 33 Aldo Drive - Boat Removal	Daniel Rodnick <drodnick@tomsrivertownship.com>	Scott Tirella <stirella@tomsrivertownship.com>, Loring H. Duntun <lduntun@tomsrivertownship.com>, A	
1/23/24 13:47	Re: Agenda Meeting Canceled	Daniel Rodnick <drodnick@tomsrivertownship.com>	Mike Cruglio <mcruoglio@tomsrivertownship.com>, Craig Coleman <ccoleman@tomsrivertownship.com>	
1/23/24 13:49	Re: Agenda Meeting Canceled	Daniel Rodnick <drodnick@tomsrivertownship.com>	Mike Cruglio <mcruoglio@tomsrivertownship.com>	
1/24/24 13:25	Re: 1/18/24	Daniel Rodnick <drodnick@tomsrivertownship.com>	Daniel Rodnick <drodnick@tomsrivertownship.com>	
1/24/24 13:43	Re: Announcements	Daniel Rodnick <drodnick@tomsrivertownship.com>	Joe Gigem <jgigem@tomsrivertownship.com>	
1/24/24 13:46	Re: Announcements	Daniel Rodnick <drodnick@tomsrivertownship.com>	Craig Coleman <ccoleman@tomsrivertownship.com>, Scott Tirella <stirella@comcast.net>, Lisa	
1/25/24 13:38	Re:	Daniel Rodnick <drodnick@tomsrivertownship.com>	Dianne Lang	
1/25/24 13:54	Re:	Daniel Rodnick <drodnick@tomsrivertownship.com>	Eileen Danse	
1/26/24 13:36	Re: Capadagli	Daniel Rodnick <drodnick@tomsrivertownship.com>	John Gerrity <JGerrity@tomsrivertownship.com>	
1/26/24 13:37	Re: Animal Shelter	Daniel Rodnick <drodnick@tomsrivertownship.com>	DENISE GRANBERG	
1/26/24 13:40	Re: 1/18/24	Daniel Rodnick <drodnick@tomsrivertownship.com>	Daniel Rodnick <drodnick@tomsrivertownship.com>	
1/26/24 13:38	Re:	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Craig Coleman <ccoleman@tomsrivertownship.com>, Scott Tirella <stirella@comcast.net>, Tara Lewczak <TLewczak@tomsrivertownship	Craig Coleman <ccoleman@tomsrivertownship.com>, Scott Tirella <stirella@comcast.net>, Tara Lewczak <TLewczak@tomsrivertownship	
1/26/24 13:39	Re:	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Anthony Merlino <amerlino@tomsrivertownship.com>, Peter Pascarella <ppascarella@tomsrivertownship.c	Anthony Merlino <amerlino@tomsrivertownship.com>, Peter Pascarella <ppascarella@tomsrivertownship.c	
1/29/24 13:35	Re: Neutering Services	Daniel Rodnick <drodnick@tomsrivertownship.com>	Cassie Capparelli <ccapparelli@tomsrivertownship.com>, Warren Chabot <wchabot@tomsrivertownship.c	
1/29/24 13:38	Re: Neutering Services	Daniel Rodnick <drodnick@tomsrivertownship.com>	Cassie Capparelli <ccapparelli@tomsrivertownship.com>, Warren Chabot <wchabot@tomsrivertownship.c	
1/29/24 13:40	Re: Neutering Services	Daniel Rodnick <drodnick@tomsrivertownship.com>	Cassie Capparelli <ccapparelli@tomsrivertownship.com>	
1/30/24 10:40	Legal Opinion Vehicle	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Anthony Merlino <amerlino@tomsrivertownship.com>, Peter Pascarella <ppascarella@tomsrivertownship.c	Anthony Merlino <amerlino@tomsrivertownship.com>, Peter Pascarella <ppascarella@tomsrivertownship.c	
1/31/24 14:00	Re: Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
1/31/24 14:13	Re: Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Tara Lewczak <TLewczak@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	Tara Lewczak <TLewczak@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
1/31/24 14:33	Re: Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Peter Pascarella <ppascarella@tomsrivertownship.com>, Anthony Merlino <amerlino@tomsrivertownship.com>	Peter Pascarella <ppascarella@tomsrivertownship.com>, Anthony Merlino <amerlino@tomsrivertownship.com>	
1/31/24 14:35	Re: Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Jonathan Salonis <jsalonis@tomsrivertownship.com>	Jonathan Salonis <jsalonis@tomsrivertownship.com>	
1/31/24 14:36	Re: Signatures	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Jonathan Salonis <jsalonis@tomsrivertownship.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	Jonathan Salonis <jsalonis@tomsrivertownship.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	
2/1/24 11:30	Re: NEWS 12 INQUIRY MEETING DATE	Daniel Rodnick <drodnick@tomsrivertownship.com>	Nema12NJ <News12NJ@news12.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	
2/5/24 13:38	Re: Novus	Daniel Rodnick <drodnick@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
2/7/24 13:42	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Jonathan Salonis <jsalonis@tomsrivertownship.com>, Anthony Merlino <amerlino@tomsrivertownship.com>	Jonathan Salonis <jsalonis@tomsrivertownship.com>, Anthony Merlino <amerlino@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Jonathan Salonis <jsalonis@tomsrivertownship.com>, Judith Tutela <jtutela@tomsrivertownship.com>	Jonathan Salonis <jsalonis@tomsrivertownship.com>, Judith Tutela <jtutela@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Grace Piscopo <gpiscopo@tomsrivertownship.com>	Grace Piscopo <gpiscopo@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Jonathan Salonis <jsalonis@tomsrivertownship.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	Jonathan Salonis <jsalonis@tomsrivertownship.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	
2/7/24 13:45	Re: Novus	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	Judith Tutela <jtutela@tomsrivertownship.com>, Jonathan Salonis <jsalonis@tomsrivertownship.com>	
2/9/24 11:44	Secure benefits data	Daniel Rodnick </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATI Jonathan Salonis <jsalonis@tomsrivertownship.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	Jonathan Salonis <jsalonis@tomsrivertownship.com>, Grace Piscopo <gpiscopo@tomsrivertownship.com>	
2/14/24 13:44	Re: 10 West Water Street, Pleasant Hillside	Daniel Rodnick <drodnick@tomsrivertownship.com>	John Eckerle <JEckerle@tomsrivertownship.com>, Lou Baldwin <lbaldwin@tomsrivertownship.com>	
2/16/24 13:35	Re: 2023 Rental CO applications	Daniel Rodnick <drodnick@tomsrivertownship.com>	Grace Piscopo <gpiscopo@tomsrivertownship.com>	
2/16/24 13:39	Re: Rental CO Requirements	Daniel Rodnick <drodnick@tomsrivertownship.com>	Wendy Birkhead <WBirkhead@tomsrivertownship.com>, A Peter Pascarella <ppascarella@tomsrivertownsh	

Recipients in Bcc line

[Redacted]

ship.com>

com>

Sick Day

Laura Picuro <LPicuro@tomstowntship.com>, Scott Tirella [Redacted], Lynne O'Toole <lotool@tomstowntship.com> [Redacted], Jonathan Salonis <jsalonis@tomstowntship.com> (Gra
ship.com>, Scott Tirella [Redacted]
Tirella@tomstowntship.com>, Grace Piscopo <gpiscopo@tomstowntship.com>

Anthony Merlino <amerlino@tomstowntship.com>, Peter Pascarella <ppascarella0614@gmail.com>, Scott Tirella <stirella@comcast.net>
>, Peter Pascarella <ppascarella@tomstowntship.com>

Anthony Merlino <amerlino@tomstowntship.com>
>, Scott Tirella <stirella@tomstowntship.com>

Sick Day

Sick Day

Sick Day

ynne O'Toole <lotool@tomstowntship.com>

Q 2 (A Day Block) Career Exploration

Q 3 (A Day Block) Career Exploration

er Scott Tirella <stirella@tomstowntship.com>, Peter Pascarella <ppascarella@tomstowntship.com>

em>, Scott Tirella <stirella@tomstowntship.com>, Laura Picuro <LPicuro@tomstowntship.com>, Jonathan Salonis <jsalonis@tomstowntship.com>, Grace Piscopo <gpiscopo@tomstowntship.com>

em>, Scott Tirella <stirella@tomstowntship.com>, Laura Picuro <LPicuro@tomstowntship.com>, Jonathan Salonis <jsalonis@tomstowntship.com>, Grace Piscopo <gpiscopo@tomstowntship.com>

com>, Jonathan Salonis <jsalonis@tomstowntship.com>

Q 1 (B Day Block) Career Exploration

Q 2 (B Day Block) Career Exploration

Q 3 (B Day Block) Career Exploration

Q 4 (B Day Block) Career Exploration

Q 5 (B Day Block) Career Exploration

Scott Tirella <stirella@tomstowntship.com>, Grace Piscopo <gpiscopo@tomstowntship.com>, Peter Pascarella <ppascarella@tomstowntship.com>

Pascarella <ppascarella@tomstowntship.com>

Q 1 (A Day Block) Career Exploration

ip, Peter Pascarella <ppascarella@tomstowntship.com>, Wood, Richard <WRWood@tomstowntship.com>

Q 2 (A Day Block) Career Exploration

Sick Day

Q 3 (A Day Block) Career Exploration

Peter Pascarella <ppascarella@tomstowntship.com>

Personal Day

hip.com>, Anthony Merlino <amerlino@tomstowntship.com>, Jonathan Salonis <jsalonis@tomstowntship.com>

Usage Month	Usage Month	Usage Month
3/1/2024	4/1/2024	5/1/2024
6/1/2024	7/1/2024	8/1/2024
9/1/2024	10/1/2024	11/1/2024
12/1/2024	1/1/2025	2/1/2025

Type	Feature Code	Usage Date	Usage Time	Orig City	To PIN	To City	To State	Duration
LOCAL AIRTIME LONG-DISTANCE and INTERNATIONAL CHARGES	H	2/13/2024	7:39:00 AM					2
WIRE AND DATA USAGE CHARGES	H	2/13/2024	8:47:00 PM					32 0844
WIRE AND DATA USAGE CHARGES	H	2/13/2024	6:06:00 AM					13 3809
WIRE AND DATA USAGE CHARGES	H	2/13/2024	4:36:00 AM					165 0164
WIRE AND DATA USAGE CHARGES	H	2/13/2024	7:35:00 AM					21 207
WIRE AND DATA USAGE CHARGES	H	2/13/2024	7:00:00 AM					0 7548
WIRE AND DATA USAGE CHARGES	H	2/13/2024	4:37:00 PM					13 7207
WIRE AND DATA USAGE CHARGES	H	2/13/2024	4:37:00 PM					11 2421

Feature Code
 1973 = 11

Tot Class	PAC Code	Feature Description	Measure	Amount Charged	Max Charge	Total Charge
K		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0
		Mobile Internet	MEGABY	0	0	0

Account Number	Usage Month	Type	Feature Code	Usage Date	Usage Time	Orig. City	To PIN	To City	To State	Duration	Toll Class	PAC Code	Feature Description	Measure	Active Charges	Toll Charges	Total Charges
	2/1/2024	LOCAL AIRTIME, LONG DISTANCE and INTERNATIONAL CHARGES	H	2/1/2024	0:00:00						22 K				0	0	0
	2/1/2024	LOCAL AIRTIME, LONG DISTANCE and INTERNATIONAL CHARGES	H	2/1/2024	0:00:00						33 K				0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	7:40:00 AM						26.5532		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	4:46:00 AM						0.1798		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	7:51:00 AM						54.1787		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	8:02:00 AM						0.0000		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	11:05:00 AM						0.2001		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	2:06:00 PM						0.0732		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	8:01:00 PM						2.0059		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	8:07:00 PM						0.0263		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/16/2023	11:12:00 PM						0.872		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/17/2023	0:47:00 AM						0.1346		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	12/17/2023	2:13:00 AM						0.04		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/1/2024	10:54:00 AM						0.0190		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/1/2024	2:09:00 PM						0.0079		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/1/2024	5:31:00 PM						0.1103		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/1/2024	8:15:00 PM						0.0312		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/1/2024	11:07:00 PM						0.0781		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	2:24:00 AM						1.7841		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	9:44:00 AM						4.4384		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	0:14:00 AM						1.0158		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	11:04:00 AM						0.7841		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	1:12:00 PM						0.5605		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	2:48:00 PM						2.8473		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	5:54:00 PM						0.3457		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	4:48:00 PM						17.7656		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	11:49:00 PM						2.8076		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	2:48:00 AM						20.8535		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	3:51:00 AM						1.0019		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	8:27:00 AM						2.6464		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	11:20:00 AM						1.2099		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	2:46:00 PM						2.7321		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	5:56:00 PM						1.3046		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	7:28:00 PM						2.4882		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	6:37:00 AM						14.8837		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	0:36:00 AM						1.038		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	11:41:00 AM						0.0185		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	2:42:00 PM						21.1750		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/2/2024	0:00:00						68.7908		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/17/2024	5:59:00 AM						56.9316		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/17/2024	7:22:00 AM						28.0475		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/23/2024	10:23:00 AM						22.8415		Mobile Internet	MEGABY	0	0	0
	2/1/2024	WEB AND DATA USAGE CHARGES	H	1/23/2024	11:49:00 AM						21.2648		Mobile Internet	MEGABY	0	0	0

Handwritten notes and signatures in the left margin of the table, including "OK" and "T-Mobile" markings.

Policy

RESPONSIBILITIES – STUDENT WELFARE

Teaching staff members are responsible for supervision of students and must discharge that responsibility with the highest levels of care and prudent conduct. All teaching and support staff members of this district shall be governed by the following rules in order to protect the well-being of students and to avoid any assignment of liability to the Middletown Township Board of Education or to a staff member personally in the event a student is injured.

The following rules for student welfare shall apply to all staff members:

- A. Each teaching staff member and support staff member must maintain a standard of care for supervision, control, and protection of students commensurate with the member's assigned duties and responsibilities;
- B. A staff member should not voluntarily assume responsibility for duties he/she cannot reasonably perform. Such assumed responsibilities carry the same potential for liability as do assigned responsibilities;
- C. A teaching staff member must provide proper instruction in safety wherever course guides so provide;
- D. All staff members must report immediately to the building principal any accident or safety hazard the member detects;
- E. No staff member may send students on personal errands;
- F. No staff member shall transport students in a personal vehicle. A teaching staff member, support staff member, or administrator must never transport students in a personal vehicle, except on an emergent basis under the following conditions:
 - 1. All contacts must be tried on the student's emergency card;
 - 2. Any emergency transportation options appropriate to the situation (police, ambulance) are sought, and the police or EMT's must be notified that the parent or other emergency contacts could not be reached;
 - 3. An administrator must accompany the student in the personal vehicle; and
 - 4. Any such transport may be done only after approval is received by the superintendent or designee.
- G. No staff member may require a student to perform tasks that may be detrimental to the health or well-being of the student or other students;
- H. A teaching staff member will refrain from the use of personal furnishings and equipment in the classroom without the express permission of the principal;
- I. All staff members shall immediately report any instance of substance abuse, violence, vandalism, accidents, or suspected child abuse in accordance with 5131.5 Violence and Vandalism, 5131.6 Substance Abuse and 5141.4 Missing, Abused and Neglected Children.

Adopted:

March 21, 2006

STAFF LIABILITY FOR STUDENT WELFARE (continued)

Revised: May 2009
NJSBA Review/Update: April 2024
Readopted:

Key Words

Student Welfare, Staff Responsibility

Legal References: N.J.S.A. 9:6-8.8 et seq. Health, safety of child paramount concern
N.J.S.A. 18A:25-2 Authority over students
N.J.S.A. 59:1-1 et seq. New Jersey Tort Claims Act

Possible

Cross References: *3541.31 Privately owned vehicles
*4119.21/4219.21 Conflict of interest
*4119.22/4219.22 Conduct and dress
*4119.23/4219.23 Employee substance abuse
*4138 Nonschool employment
*4138.2 Private tutoring
*5131.5 Violence and vandalism
*5131.6 Substance abuse
*5141.4 Missing, abused and neglected children
*6144 Controversial issues

*Indicates policy is included in the Critical Policy Reference Manual.

Summary of Concerns in Hands-On Construction (HOC) Class

Student and Parent Feedback:

1. Lack of Instruction:

- Multiple students reported that Mr. Rodrick does not teach but posts fast-paced origami videos on Google Classroom. Students struggle to follow along and often rely on family or classmates for help.
- Students noted Mr. Rodrick spends most of the class on his phone using text-to-speech or making calls.

2. Classroom Environment:

- Several students (Maxwell DeLuca, Robert Horvath, Jacen Fearon) reported that Mr. Rodrick yells at them for mistakes or offers no support when they ask for help.
- Students like Travis Ketchie and Jacen Fearon have been visibly upset, some in tears, due to difficulties in the class and lack of guidance.

3. Parent Concerns:

- Parents expressed frustration with the lack of communication from Mr. Rodrick. Emails regarding missing assignments, grades, or help requests have gone unanswered or were only partially addressed.
- Some parents, such as Mrs. Bartram and Mrs. Horvath, feel that the class's demands are inappropriate for students with specific needs or learning deficits.

4. Grading Issues:

- Several parents (Mrs. Horvath, Mrs. Wallis) raised concerns about limited grades being entered and discrepancies between completed assignments and those marked as missing.
- Parents indicated their children's grades in HOC negatively impacted their Honor Roll eligibility.

5. Requests to Switch Classes:

- Many students (Maxwell DeLuca, Robert Horvath, Travis Ketchie) and parents have requested changes due to dissatisfaction with the teaching and classroom environment. However, scheduling constraints have limited movement options.

Recurring Themes:

- **Instructional Gaps:** Students feel unsupported and overwhelmed by the lack of direct teaching. Mr. Rodrick have never demonstrated origami nor is origami in the curriculum.
- **Communication Issues:** Parents and students report poor responses to inquiries about grades and assignments.
- **Emotional Toll:** The class has caused significant stress for some students, affecting their overall middle school experience.



Middletown Township Public Schools

Thorne Middle School
70 Murphy Road
Port Monmouth, NJ 07758
(732) 787-1220

District Website: www.middletownk12.org

Jessica Alfone, Superintendent

Shannon Smith, Principal

Lindsay Lorson, Assistant Principal

November 13, 2024

Dear Mr. Rodrick,

This letter serves as a formal reprimand regarding your inconsistent attendance at faculty meetings and the pattern of last-minute notifications indicating your non-attendance. As a reminder, all faculty meeting dates for the 2024-2025 school year were provided to you during our opening meeting on August 28, 2024 (slide 45), and you were encouraged to mark these dates on your calendar to ensure consistent attendance. Indeed, this issue was initially addressed with you last year, when you missed three consecutive monthly faculty meetings on December 12, 2023, January 23, 2024, and February 7, 2024.

More recently, on October 16, 2024, you requested a half-day absence by entering it into Aesop at 11:41 a.m. for a funeral day, which led to your absence from the scheduled 75-minute faculty meeting. This follows a similar occurrence on September 24, 2024, and mirrors instances from the previous school year, where you missed multiple faculty meetings without notifying administration in advance. This establishes a concerning pattern, as attendance at these meetings is a fundamental expectation of your position and an essential part of fulfilling your professional responsibilities.

To ensure clarity moving forward, I have again listed the remaining faculty meeting dates for this school year below. Your attendance at each of these meetings is required unless a scheduling conflict is communicated in advance to an administrator.

- November 18, 2024: 75-Minute Faculty Meeting
- December 3, 2024: 45-Minute Meeting
- December 16, 2024: 75-Minute Meeting
- January 22, 2025: Early Dismissal + 75-Minute Meeting
- February 19, 2025: 75-Minute Meeting
- February 25, 2025: 45-Minute Meeting
- March 24, 2025: 75-Minute Meeting (NJSLA Training)
- April 2, 2025: Early Dismissal + 75-Minute Meeting
- June 11, 2025: 45-Minute Meeting

Please be advised that failure to attend these meetings without prior notice or approval will be taken seriously and may result in further disciplinary action, including but not limited to withholding of your increments. I encourage you to take the necessary steps to align with the professional expectations of your role.

I acknowledge receipt of this letter.

Employee Signature: _____

Date: _____

Regards,

Shannon Smith
cc: Personnel File

A Student-Focused Community



Patrick Rinella <rinellap@middletownk12.org>

Fwd: Faculty Meeting 09/24




1 message

Shannon Smith <smiths@middletownk12.org>
To: Patrick Rinella <rinellap@middletownk12.org>

Wed, Oct 16, 2024 at 11:49 AM



Mrs. Shannon Smith
THORNE MIDDLE SCHOOL

-  TMS Principal
-  (732)-787-1220
-  70 Murphy Road
Port Monmouth, NJ 07758

----- Forwarded message -----

From: Shannon Smith <smiths@middletownk12.org>
Date: Wed, Sep 25, 2024 at 2:07 PM
Subject: Re: Faculty Meeting 09/24
To: Daniel Rodrick <rodrickd@middletownk12.org>

Hi Dan,

Thank you for stopping by to meet with me. As discussed, all necessary items were shared with you, including the faculty meeting dates for the 2024-2025 school year. These dates were first presented during our opening meeting on August 28th (slide 45) and are listed again below for your reference. Please make sure these dates are marked on your calendar, as attendance at these meetings is a critical expectation. I want to ensure that there is no pattern of missed meetings moving forward, as participation is essential.

- **September 24, 2024:** 75 Minute Faculty Meeting
- **October 14, 2024:** District Professional Development Day
- **October 16, 2024:** Early Dismissal + 75 Minute Meeting
- **November 18, 2024:** 75 Minute Faculty Meeting
- **December 3, 2024:** 45 Minute Meeting
- **December 16, 2024:** 75 Minute Meeting
- **January 22, 2025:** Early Dismissal + 75 Minute Meeting
- **February 19, 2025:** 75 Minute Meeting
- **February 25, 2025:** 45 Minute Meeting
- **March 24, 2025:** 75 Minute Meeting (NJSLA Training)
- **April 2, 2025:** Early Dismissal + 75 Minute Meeting
- **June 11, 2025:** 45 Minute Meeting




Don't forget, PDPs are due 10/18 and be sure to nominate a student who exhibited PRIDE for the month of September linked in the faculty meeting agenda.

Thank you,
Shannon



Mrs. Shannon Smith

THORNE MIDDLE SCHOOL

-  TMS Principal
-  (732)-787-1220
-  70 Murphy Road
Port Monmouth, NJ 07758

On Wed, Sep 25, 2024 at 8:38 AM Daniel Rodrick <rodrickd@middletownk12.org> wrote:

Hi Shannon,

I didn't realize that there was a faculty meeting yesterday. My apologies. If you would like me to stay late today to make up the time, I will.

Respectfully,

Daniel T. Rodrick
Science Teacher
Thorne Middle School
70 Murphy Rd, Port Monmouth, NJ 07758
Rodrickd@middletownk12.org

On Wed, Sep 25, 2024 at 8:31 AM Shannon Smith <smiths@middletownk12.org> wrote:

Hi Dan,

I wanted to follow up as I noticed you weren't at the faculty meeting yesterday, and I didn't receive any prior notice. These meetings are important to ensure everyone stays informed and aligned with our goals for the school year. Please stop by when you have a moment so we can discuss. Moving forward, I'd appreciate open communication regarding any scheduling conflicts.

Thank you,
Shannon



Mrs. Shannon Smith
THORNE MIDDLE SCHOOL

- TMS Principal
- (732)-787-1220
- 70 Murphy Road
Port Monmouth, NJ 07758



Middletown Township Public Schools

Thorne Middle School
70 Murphy Road
Port Monmouth, NJ 07758
(732) 787-1220

District Website: www.middletownk12.org

Jessica Alfone, Superintendent

Shannon Smith, Principal

James Homiak, Assistant Principal

February 2024

Dear Mr. Rodrick,

This letter is to memorialize the meeting Jim Homiak and I had with you and union representation on Thursday, February 8, 2024. The purpose of the meeting was to address concerns regarding meeting deadlines for posting grades, your gradebook, inconsistent attendance at faculty meetings, signing in and responsiveness to emails.

Summary of Statements:

Posting Grades:

- Identified a significant delay in posting grades. Attribute delays in grade submissions to a lack of intuitiveness in the grading program.
- Discovered that all students received a 100% grade for MP1 and MP2.
- Justification provided: Described reliance on habits formed over 15-20 years of using the previous program. Reference to the elective nature of the course, with a focus on student enjoyment and if they do the project they get a good grade..

Signing In:

- Identified you have not been signed in. Mr. Homiak sent an email reminder to you on December 15th.
- Justification provided: Admitted to not signing in for the past 20 years, citing unfamiliarity with the process. The stated this i

Faculty Meeting Attendance:

- Acknowledged a pattern of not attending the past three faculty meetings on: inconsistency in attendance at faculty meetings and a pattern of calling the main office at the end of the day stating December 12 (Daughter Sick) , January 23rd (Fever), February 7th (Not feeling well. Consistent pattern of every after school meeting, you care calling out sick.
- No clear justification provided for absences of meeting . Stated you do not view it as a pattern. If that's what happened, that's what happened.

Lesson Plans Submission:

- Mentioned a lack of consistency in submitting lesson plans as required.

Email Responsiveness:

- Cited a high volume of work and emails as a reason for delayed responses.

These actions must be rectified immediately to comply with the professional standards outlined in Board of Education Policy 3270. We recognize that unforeseen circumstances may arise, and exceptions can be made on a case-by-case basis. However, effective communication of challenges hindering the fulfillment of professional responsibilities is crucial.

Your explanations during our meeting, such as attributing your lack of grade postings to the elective nature of the subject, admitting a failure to sign in for two decades, and displaying a resistance to adhering to established policies, are unacceptable. Your response of "A lot of work, a lot of emails" in relation to responding to emails is not only dismissive but indicative of a lack of commitment to fulfilling your professional duties. It is my expectation that moving forward that you immediately rectify these performance deficiencies and demonstrate a genuine commitment to meeting the expectations outlined in Board of Education Policy 3270.

This letter will be placed in your personnel file. Furthermore, you are hereby advised that any violation of the Board of Education policy cited above may result in disciplinary actions, up to and including recommendation for termination of your employment if warranted. Policies, regulations and procedures are in place to help facilitate environments that are safe, healthy, respectful and conducive for learning. Your commitment to upholding professional standards is essential for maintaining the high-quality education we strive to provide.

I acknowledge receipt of this letter as well as the BOE Policy 3270.

Employee Signature: _____ Date: _____

Regards,

Mrs. Shannon Smith
Principal



Middletown Township Public Schools

Thorne Middle School
70 Murphy Road
Port Monmouth, NJ 07758
(732) 787-1220

District Website: www.middletownk12.org

Mary Ellen Walker, Superintendent

Shannon Smith, Principal

James Homiak, Assistant Principal

October 28, 2022

Dear Mr. Rodrick,

This letter is to memorialize the meeting Jim Homiak and I had with you on Monday, October 24, 2022 in which you denied union representation. We received a report that you exposed your chest and stomach by lifting your shirt up when entering the wing eating contest in the presence of students and staff in the gymnasium.

During the meeting, you acknowledged that you were trying to "rile up" the students since it was a wing eating contest. So as you ran out you rubbed your stomach and then showed your stomach by lifting up your shirt. You expressed that you had no malicious intent behind your actions.

As discussed, as a school staff member your conduct in completing your professional responsibilities shall be appropriate at all times. School staff shall not engage in inappropriate expression in the presence of pupils as per policy **4281 - INAPPROPRIATE STAFF CONDUCT**.

It is my expectation that moving forward, your conduct be appropriate at all times and expression of this nature shall cease. Policies, regulations and procedures are in place to help facilitate environments that are safe, healthy, respectful and conducive for learning. Moving forward, it is my expectation that your conduct is appropriate in content and consistent with the policy detailed above.

I acknowledge receipt of this letter as well as the BOE Policy 4281.

Signature

Date

Regards,

Mrs. Shannon Smith
Principal

MIDDLETOWN TOWNSHIP PUBLIC SCHOOLS
Office of Human Resources
PO Box 4170, Middletown, NJ 07748
Telephone: (732) 671-3850, ext. 1043 Fax: (732) 291-2363
www.middletownk12.org

William O. George III, Ed.D.
Superintendent of Schools

Kimberly Pickus
Assistant Superintendent

January 24, 2020

Mr. Rodrick:

As we discussed at our January 10, 2020 meeting, with Mr. Olausen, Ms. Shopp and Mr. Mason present, you did not report for duty and entered absences in Aesop as outlined below:

Tuesday, December 10, 2019	Family Funeral
Wednesday, December 11, 2019	Family Funeral
Thursday, December 12, 2019	Family Funeral
Friday, December 13, 2019	Family Funeral

As a matter of district practice, the Human Resources Department contacted you on Friday, December 13, 2019 when it was discovered that you had entered in the Administrator's Field in Aesop that these Family Funeral absences were due to "North Carolina Uncle." The main reason for the notification from Human Resources was that the MTEA Collective Bargaining Agreement, Article 11.5a, specifically outlines the immediate family members for whom employees are granted five days of bereavement, uncle not being one of them. Furthermore, it was explained to you at the time of the phone call that the contract does provide for one day of absence for bereavement of a non-immediate family member (as defined in Article 11.5a), for which the death of an uncle would apply. In addition, you were advised that three of the Family Funeral absences you had entered would need to be charged as personal day leave since the passing of an uncle did not afford you more than one day of bereavement.

On December 15, 2019 you emailed Dr. George and Mrs. Gallagher the following:

I am writing to respectfully ask that you reconsider a recent decision to charge me personal time for family bereavement days I had taken last week.

Ms. Shopp reached out on Friday to inform me that "uncle" wasn't in the contract language. While I now recognize that, the same line mentions in-laws and "other members of the household." Given the intent of the family bereavement language is to provide extended time for families to both mourn and attend services, I believe that taking these days is consistent with the spirit of the contract language. We had to attend wake, church and burial services in North Carolina, and the loss was hard on us all.

Please understand that I am not trying to hang on to these personal days for selfish reasons. I often use personal time to attend public meetings and/or functions associated with my elected role as Township Councilman in Toms River, and not having these days will limit my ability to represent constituents during school hours. Hopefully you will reconsider this decision.

On December 18, 2019 Dr. George responded to your email:

I've reviewed the information regarding the absences referenced in your request. You designated absences in Aesop related to your Uncle's passing as Family Funeral on December 10, 11, 12 and 13, 2019. The utilization of Family Funeral absences in Aesop are supported by MTEA collective bargaining agreement article 11.5a which states, "Up to five (5) school days shall be granted in the event of death of the professional employee's spouse, child, grandchild, son-in-law, daughter-in-law, parent, grandparent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, and any other member of the immediate household." Furthermore, article 11.6a states that, "Professional employees shall be granted up to one (1) school day in the event of the death of the professional employee's friend or relative outside of the professional employee's immediate family as defined in 11.5a herein. At the discretion of the Superintendent this time may be extended due to necessary travel requirements." Long standing

practice is that the one (1) day supported by this contract provision shall be entered as a Funeral day by the staff member when creating the absence in Aesop.

Since the passing of an uncle does not qualify under the provisions in article 11.5a, the use of Family Funeral days does not apply to this instance. If applicable, please forward additional documentation to support your request for authorization of additional Funeral days, beyond the one (1) afforded under article 11.6a, to Rosie Shopp in the Human Resources Office. Otherwise HR will adjust 3 of the 4 absences entered as Family Funeral to Personal Days as the contract language states.

Since Human Resources did not receive any additional documentation from you, as Dr. George had previously advised, Ms. Shopp emailed you on January 9, 2020 indicating you had exhausted personal leave and therefore your half day absence on January 3, 2020 would be without pay.

During our meeting on January 10, 2020 you indicated that you are aware of the contract language regarding bereavement leave when you declined to take copies of the contract language and a memo I sent to all MTEA members regarding absences on September 27, 2019. In addition, you mentioned that you didn't think anyone was paying attention to days you had entered. It was explained that District policy requires administrators to closely monitor staff attendance and ensure that contract provisions are being utilized appropriately. Please be advised that as per District policy 3212:

A teaching staff member who fails to give prompt notice of an absence, misuses sick leave, fails to verify an absence in accordance with Board policy, falsifies the reason for an absence, is absent without authorization, is repeatedly tardy, or accumulates an excessive number of absences without good cause may be subject to discipline, which may include the withholding of one or subsequent salary increments and/or certification of tenure charges.

Following our January 10, 2020 meeting you forwarded, upon our second request, receipts indicating you had traveled out of state between December 10-13, 2019. In addition, you submitted an obituary/news article for Lazaro C. Guerrero Jr. which indicated that he had passed away on Saturday, December 7, 2019 and that funeral services were held the evening of Tuesday, December 10 with his burial following on the morning of Wednesday, December 11.

After reviewing the submitted documentation, you will be granted one additional bereavement day due to "necessary travel" which is at the discretion of administration as outlined in the MTEA contract Article 11.6a. Please be advised that this discretion is being offered as a one time courtesy and will not be granted again without you seeking and receiving **prior approval** from the Superintendent and/or designee.

As a result, your attendance record will be revised to indicate the following, leaving a half personal day remaining in your balance for the remainder of the 2019-20 school year:

Tuesday, December 10, 2019	Family Funeral
Wednesday, December 11, 2019	Family Funeral
Thursday, December 12, 2019	Personal Day
Friday, December 13, 2019	Personal Day
Friday, January 3, 2020	Half (PM) Personal Day

The Human Resources Department will advise Payroll to reinstate the previous half day dock of pay withheld in the January 15, 2020 paycheck. It is expected that you will adhere to District policy and contractual obligation in the future with regard to your attendance. You are hereby placed on notice that any falsification for an absence or absence without authorization will result in disciplinary action, including but not limited to loss of pay and withholding of increment as per District policy 3212.

Sincerely,


Kimberly Pickus
Assistant Superintendent

C: Dr. George, Superintendent of Schools
Mr. Olausen, Principal
Mr. Mason, MTEA Vice President
Personnel File

Middletown

Rosie Shopp <shoppr@middletownk12.org>

Re: Bereavement

1 message

William George <GeorgeW@middletownk12.org>

Wed, Dec 18, 2019 at 3:17 PM

To: Daniel Rodrick <rodrickd@middletownk12.org>

Cc: Amy P Gallagher <gallaghera@middletownk12.org>, Kim Pickus <PickusK@middletownk12.org>, Rosie Shopp <shoppr@middletownk12.org>

Dan,

I've reviewed the information regarding the absences referenced in your request. You designated absences in Aesop related to your Uncle's passing as *Family Funeral* on December 10, 11, 12 and 13, 2019. The utilization of *Family Funeral* absences in Aesop are supported by MTEA collective bargaining agreement article 11.5a which states, "Up to five (5) school days shall be granted in the event of death of the professional employee's spouse, child, grandchild, son-in-law, daughter-in-law, parent, grandparent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, and any other member of the immediate household." Furthermore, article 11.6a states that, "Professional employees shall be granted up to one (1) school day in the event of the death of the professional employoo's friend or relative outside of the professional employee's immediate family as defined in 11.5a herein. At the discretion of the Superintendent this time may be extended due to necessary travel requirements." Long standing practice is that the one (1) day supported by this contract provision shall be entered as a *Funeral* day by the staff member when creating the absence in Aesop.

Since the passing of an uncle does not qualify under the provisions in article 11.5a, the use of *Family Funeral* days does not apply to this instance. If applicable, please forward additional documentation to support your request for authorization of additional *Funeral* days, beyond the one (1) afforded under article 11.6a, to Rosie Shopp in the Human Resources Office. Otherwise HR will adjust 3 of the 4 absences entered as *Family Funeral* to *Personal Days* as the contract language states.

Sincerely,

Bill George

William O. George III, Ed. D.

Superintendent of Schools
Middletown Township Public Schools
(732)671-3850, ext. 1002
georgew@middletownk12.org
Dr. Bill George on Twitter



On Sun, Dec 15, 2019 at 9:53 PM Daniel Rodrick <rodrickd@middletownk12.org> wrote:
Dr. George & Ms. Gallagher,

I am writing to respectfully ask that you reconsider a recent decision to charge me personal time for family bereavement days I had taken last week.

Ms. Shopp reached out on Friday to inform me that "uncle" wasn't in the contract language. While I now recognize that, the same line mentions in-laws and "other members of the household." Given the intent of the family bereavement language is to provide extended time for families to both mourn and attend services, I believe that taking these days is consistent with the spirit of the contract language. We had to attend wake, church and burial services in North Carolina, and the loss was hard on us all.

1/9/2020

Middletown Township Public Schools Mail - Re: Bereavement

Please understand that I am not trying to hang on to these personal days for selfish reasons. I often use personal time to attend public meetings and/or functions associated with my elected role as Township Councilman in Toms River, and not having these days will limit my ability to represent constituents during school hours. Hopefully you will reconsider this decision.

Respectfully,

Dan Rodrick

1/9/2020

Middletown Township Public Schools Mail - 1/3/20 absence

Middletown

Rosie Shopp <shoppr@middletownk12.org>

1/3/20 absence

1 message

Rosie Shopp <shoppr@middletownk12.org>
To: Daniel Rodrick <rodrickd@middletownk12.org>

Thu, Jan 9, 2020 at 10:10 AM

Hi Dan,

I wanted to send you this reminder since we submitted the information to the Payroll Department this morning, and it will be reflected in your January 15th paycheck.

We adjusted the additional days that was charged as bereavement days to personal days for 12/11, 12/12, 12/13/19. Since your 3 personal days were utilized as of 12/13/19, your half day absence on January 3rd will be unpaid.

Thank you,
Rosie

Rosie Shopp
Office of Human Resources
Middletown Township Public School District
834 Leonardville Road
Leonardo, NJ 07737
732-671-3850 ext. 1023
732-291-2363 Fax

CREATE ABSENCE CREATE SUPPLEMENTAL ABSENCE MODIFY DAILY REPORT SCHOOL FIELD TRIP LEAVE FIND SUBSTITUTE

General Information Permission Configuration Settings Absence Reasons Preferred Substitutes Absence Approvers Reports

Absence History Qualified Substitutes Communications to Employees Change Log Login History

Select Another Employee | Create an Absence | Add Employee Send Letter/Email

Employee: **Rodrick, Daniel**
Absence history for the next 365 days as well as the past 365 days

CONF#	Substitute	Feedback ABOUT Substitute	Feedback Left by Substitute	Start Date	Absence Reason	Days	School	Status
394198614	Gaudio, Rose			01/03/2020	PERSONAL DAY: If attached to a School Holiday-request form must be submitted in advance	0.50	Thorne Middle School	Filled
394687658	Fleming, Nicole	<i>Change to 3 personal days</i>		12/11/2019	FAMILY FUNERAL: Enter relationship under 'Notes to Admin'-check if applicable per contract language	3.00	Thorne Middle School	Filled
394282628				12/10/2019	FAMILY FUNERAL: Enter relationship under 'Notes to Admin'-check if applicable per contract language	1.00	Thorne Middle School	Unfilled
390290751				11/15/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	0.50	Thorne Middle School	Unfilled
381828332	Perry, Kathleen			10/28/2019	JURY DUTY: Summons must be sent to Principal and HR Dept in advance	1.00	Thorne Middle School	Filled
368425542				06/05/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	0.50	Thorne Middle School	Substitute Not Needed
369425639	Has, Nicole			06/05/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	0.50	Thorne Middle School	Filled
369288375	Theobald, Elizabeth		Details	06/04/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	1.00	Thorne Middle School	Filled
366391926	Barnek, Mercedes			05/14/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	1.00	Thorne Middle School	Filled
365966152	Pezzano, Nichole			05/13/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	1.00	Thorne Middle School	Filled
357484448	Basano-Ballard, Theresa			03/29/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	0.50	Thorne Middle School	Filled
357484620				03/29/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	0.50	Thorne Middle School	Substitute Not Needed
353627323	Theobald, Elizabeth		Details	03/11/2019	SICK DAY > FAMILY ILL: Deducted from sick day balance-not additional days	1.00	Thorne Middle School	Filled
352432189	Theobald, Elizabeth		Details	03/05/2019	PROFESSIONAL DAY: Must have prior approval through My Learning Plan	1.00	Thorne Middle School	Filled
350885327	Barnek, Mercedes			02/27/2019	FIELD TRIP	1.00	Thorne Middle School	Filled
346628385				02/05/2019	FAMILY FUNERAL: Enter relationship under 'Notes to Admin'-check if applicable per contract language	0.50	Thorne Middle School	Unfilled
345645187	Farrary-Kline, Regina		Details	01/31/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	1.00	Thorne Middle School	Filled
345384057	Davis, Jennifer			01/30/2019	SICK DAY > SICK DAY: Doctor note required if attached to a School Holiday	1.00	Thorne Middle School	Filled
345304668				01/29/2019	SICK DAY > FAMILY ILL: Deducted from sick day balance-not additional days	1.00	Thorne Middle School	Unfilled

Memo

To: Dan Rodrick
From: Robert P. Generelli
CC: Office of Human Resources, Personnel File
Date: 6/15/18
Re: Attendance

Through 6/1/18, you have been absent from your duties on 11 occasions. These absences include 8 sick days and 3 personal days. By contract, you have the right to use these days with approval when necessary due to emergent need. However, the regular attendance of all staff members is essential for the continuity of instruction as set forth in Board Policy 3212. Your absences, although they may be legal and legitimate, have a negative effect on the operation of the district and the delivery of instruction to our students. For the 2018-19 school year, improvement in your attendance is essential for the academic success of our students.



Memo

To: Daniel Rodrick
From: Thorne Administration
CC: Personnel file
Date: 8/11/12
Re: Attendance

Through June 11, 2012, you have been absent from your duties on 16 occasions. These absences include 10 sick days, 3 personal days, 1 professional day and 2 field trip days. By contract, you have the right to use these days when necessary due to emergent need or personal illness or disability. However, the regular attendance of all staff members is essential for the continuity of instruction as set forth in Board Policy 3212. Your absences, although they may be legal and legitimate, have a negative effect on the operation of the district and the delivery of instruction to our students. For the 2012-2013 school year, improvement in your attendance is essential for the academic success of our students.

To Whom It May Concern:

On September 10th of 2011 my wife and I were blessed with a baby girl. From 9/12/11 to 9/16/11 I took four family ill days and one personal day off to be with my wife in the hospital and at home with our new child. My last family ill day was used to be home with my son who had the influenza on 11/28/11. That means I was out sick a total of five days. Had it not been for the birth of my daughter I would not have received a negative letter in my file. I also resent having field trips and required professional days count as absences. We are with our students on these trips, they often require extended work hours and we never get a break. What is even more upsetting is that teachers who were out less than seven sick days do not have trip, professional days or personal days counted in their totals or written in their letters.

Regretfully,


Daniel Rodrick

0 1-56

Your initials indicate receipt of Memo

Administrator 

Staff Member 

EXHIBIT 3



MIDDLETOWN TOWNSHIP PUBLIC SCHOOL DISTRICT
A LEARNER-CENTERED COMMUNITY

December 19, 2024

Via Hand-Delivery

Mr. Daniel Rodrick
[REDACTED]

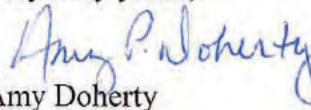
Toms River, New Jersey 08753

Re: Filed Tenure Charges and Sworn Statement of Evidence

Dear Mr. Rodrick:

Pursuant to N.J.A.C. 6A:3-5.1(b)(2), enclosed please find a copy of Tenure Charges of Conduct Unbecoming and Other Just Cause seeking your removal from your position. Also enclosed is a copy of the Sworn Statement of Evidence and attached Bates Stamped documents filed in support of the charges. Pursuant to the aforementioned regulation, a copy of this letter and the enclosed is being provided to your counsel and your majority representative. Please be advised that you have the opportunity to submit a written statement of position and a written statement of evidence to the Board within fifteen days of receipt of the tenure charges.

Very truly yours,


Amy Doherty

Encl.

cc: Donald F. Burke, Jr., Esq. (via email, certified and regular mail w/ encl.)
Lorraine H. Tesauro, UniServ Rep. (via email, certified and regular mail w/ encl.)



EXHIBIT 4



MIDDLETOWN TOWNSHIP PUBLIC SCHOOL DISTRICT

A LEARNER-CENTERED COMMUNITY

December 19, 2024

VIA HAND-DELIVERY

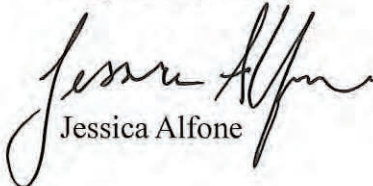
Amy Doherty, School Business Administrator
Middletown Township School District
834 Leonardville Rd
Leonardo, New Jersey 07737

Re: Tenure Charges and Statement of Evidence; Daniel Rodrick

Dear Ms. Doherty:

In accordance with N.J.S.A. 18A:6-11 and N.J.A.C. 6A:3-5.1(b), enclosed please find sworn Tenure Charges, Statement of Evidence, and exhibits thereto, which are hereby filed against Daniel Rodrick, Teacher in the Middletown Township School District. Kindly serve the enclosed pursuant to law.

Very truly yours,


Jessica Alfone

Encl.



EXHIBIT 5

LAW OFFICES

OXFELD COHEN, P.C.

A PROFESSIONAL CORPORATION

**60 PARK PLACE, SUITE 600
NEWARK, NEW JERSEY 07102**

SANFORD R. OXFELD **
ARNOLD SHEP COHEN **
GAIL OXFELD KANEF **
RANDI DONER APRIL *
SAMUEL B. WENO CUR **

BENJAMIN A. SPIVACK (1950-2012)

**TEL (973) 642-0161
FAX (973) 802-1055
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**250 WEST 57TH STREET
NEW YORK, NEW YORK 10107
(212) 451-1115
PLEASE REPLY TO NEWARK**

ETHAN FELDER ***
VANESHA CADET *
BARRY FRANK **
OF COUNSEL

* MEMBER OF NJ BAR
** MEMBER OF NJ & NY BARS
*** MEMBER OF NY BAR

January 10, 2025

Bruce Padula, Esq.
Via Email Only

RE: Daniel Rodrick/Middletown Township Board of Education

Dear Mr. Padula,

Pursuant to NJSA 18A:6-10, et seq, please accept this missive as Mr. Rodrick's response at this stage to the tenure charges.

Initially, I will be representing Mr. Rodrick in this matter.

I have reviewed the Charges with Mr. Rodrick. We believe two things. First, said Charges are bereft of factual and legal support. As but one example, attached hereto are Mr. Rodrick's last five years of evaluations and annual summatives. He was rated Highly Effective in each. In even his most recent evaluation, dated November 22, 2024, he was rated as being effective in all domains. What is exceptionally significant, considering the specific allegations being made against him, is that in no observation, evaluation, or summative evaluation, was there ever a mention of any complaints of any kind. There is absolutely no mention of the allegations contained in the charges.

In light of the fact that Mr. Rodrick has been repeatedly found by the Middletown Township Board of Education's administration to be a superlative teacher, and the fact that there is no prior disciplinary record, the question must be asked as to why these Charges are being pursued now, and how are the students in Middletown are better off, with these Charges being pursued at this time.

There is one additional point that must be made. Not only do we factually deny the allegations of the Charges at this time, we must also note, that even if the Board were to accept the allegations against Mr. Rodrick as being true, the filing of Tenure Charges amounts to tremendous overkill. Nothing with which he is charged warrants the certification of Charges. To the extent there may be a legitimate concern, progressive discipline should be followed herein.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Sanford R Oxfeld'. The signature is fluid and cursive, with a prominent peak at the end.

Sanford R Oxfeld

SRO/elj

CC: Daniel Rodrick
Lorraine Tesauro
Donald Burke, Jr., Esq

EXHIBIT 6

IN THE MATTER OF THE TENURE
CHARGES AGAINST DANIEL RODRICK,
TENURED TEACHER, EMPLOYED BY
MIDDLETOWN TOWNSHIP DISTRICT
BOARD OF EDUCATION

**MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION**
CERTIFICATE OF DETERMINATION

The undersigned, Amy Doherty, Board Secretary to the Middletown Township Board of Education (hereinafter referred to as the “Board”), of full age, hereby certifies as follows:

1. On December 19, 2024, Dr. Jessica Alfone, Superintendent filed Tenure Charges against Daniel Rodrick (“Employee”) and a Sworn Statement of Evidence in support of those charges with my office;
2. On December 19, 2024 a copy of the Tenure Charges and Statement of Evidence was hand-delivered to Employee at Thorne Middle School.
3. A copy of the Tenure Charges and Statement of Evidence was also delivered to Sanford R. Oxfeld, Esq. and Donald F. Burke, Esq., Employee’s attorneys.
4. On or about January 10, 2025, the Board office received a copy of Employee’s response to and general denial of the Tenure Charges and Statement of Evidence, filed by Mr. Oxfeld on Employee’s behalf.
5. On January 27, 2025, the Middletown Township Board of Education held a public meeting in the Media Center at Middletown High School North, 63 Tindall Road, Middletown, New Jersey, 07748.
6. At approximately 7:00 p.m., the Board convened a closed executive session to discuss, among other things, the Tenure Charges and Sworn Statement of Evidence that had been filed against Employee, in addition to Employee’s response thereto.
7. During this discussion on January 27, 2025, the Middletown Township Board of

Education determined that there is probable cause to credit the evidence in support of the charges and that such charges, if credited and true in fact, are sufficient to warrant dismissal.

8. This determination to certify the Tenure Charges and Sworn Statement of Evidence to the Commissioner of Education was made by a unanimous vote of the entire membership of the Middletown Township Board of Education.

9. Additionally at that time, the Board of Education did determine to suspend Employee without pay for one hundred twenty (120) days, through May 27, 2025.

I certify that the foregoing statements made by me are true. I am aware that if any of the foregoing statements made by me are willfully false, I am subject to punishment.



Amy Doherty, Board Secretary

Dated: January 27, 2025

EXHIBIT 7

BRUCE W. PADULA, Partner
bpadula@cgajlaw.com

Reply to: Matawan Office

January 28, 2025

Via Email & FedEx Overnight

Sanford R. Oxfeld, Esq.
Oxfeld Cohen PC
60 Park Place, 6th Floor
Newark, NJ 07102
sro@oxfeldcohen.com

Via Email & FedEx Overnight

Donald F. Burke Jr., Esq.
Law Office of Donald F. Burke
45 Gale Road
Brick, New Jersey 08723

Re: Middletown Township Board of Education and Daniel Rodrick

Gentleman:

Please be advised that at its January 27, 2025 meeting, during closed executive session, a majority of the entire membership of the Middletown Township Board of Education determined that there was probable cause sufficient to credit the tenure charges and warrant dismissal of your client, Daniel Rodrick. As a result, the Board of Education will be filing the tenure charges and statement of evidence with the Commissioner of Education for a hearing. Enclosed for your records is a Certificate of Determination signed by the School Board Secretary. The Board also determined to suspend Mr. Rodrick for 120 days without pay.

Please regard this as your notice pursuant to N.J.S.A. 18A:6-11.

Thank you for your attention to this matter.

Very truly yours,



Bruce W. Padula, Esq.
BWP/sk

c: Jessica L. Alfone, Superintendent of Schools (via email)
Amy P. Doherty, Business Administrator/Board Secretary (via email)

EXHIBIT 8

CLEARY GIACOBBE ALFIERI JACOBS, LLC

Bruce W. Padula, Esq. (ID #030431999)

Attorneys at Law

955 State Route 34, Suite 200

Matawan, New Jersey 07747

(732) 583-7474

bpadula@cgajlaw.com

Attorneys for Middletown Township Public School District Board of Education

IN THE MATTER OF THE TENURE
CHARGES AGAINST DANIEL RODRICK,
TENURED TEACHER, EMPLOYED BY
MIDDLETOWN TOWNSHIP PUBLIC
SCHOOL DISTRICT BOARD OF
EDUCATION

CERTIFICATION OF SERVICE

I certify that a copy of the Sworn Tenure Charges, Statement of Evidence, Certification of Determination by the Middletown Township Public School District Board of Education, and the accompanying documents listed in my January 30, 2025 correspondence has been sent to the following individuals at the addresses listed below:

Kevin Dehmer

Acting Commissioner of Education

New Jersey Department of Education

Judge Robert L. Carter Building

100 River View Plaza

P.O. Box 500

Trenton, NJ 08625-0500

By Federal Express Overnight,

And via Email (ControversiesDisputesFilings@doe.nj.gov)

Daniel Rodrick, by way of his attorneys, Sanford R. Oxfeld, Esq.

Oxfeld Cohen PC

60 Park Place, 6th Floor

Newark, NJ 07102

By Federal Express Overnight,

And via Email (sro@oxfeldcohen.com)

Daniel Rodrick, by way of his attorneys, Donald F. Burke, Jr., Esq.

Law Office of Donald F. Burke

45 Gale Road

Brick, New Jersey 08723
*By Federal Express Overnight,
And via Email (dfburkejr@gmail.com)*

CLEARY GIACOBBE ALFIERI JACOBS, LLC
Attorneys for Middletown Township Board of Education

By: /s/ Bruce W. Padula
BRUCE W. PADULA

Dated: January 30, 2025