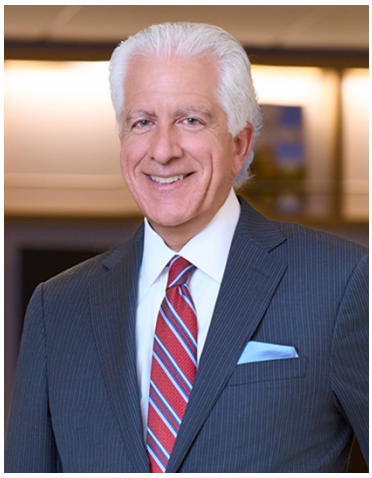

Vito A. Gagliardi, Jr.

Managing Principal

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Vito A. Gagliardi, Jr. is the Managing Principal of Porzio, Bromberg & Newman, P.C., and the President and CEO of Porzio Compliance Services (PorzioCS) and Porzio Governmental Affairs (PGA). Beyond his roles, Vito co-chairs the firm's Litigation Practice Group, and its Education and Employment Team. Certified as a Civil Trial Attorney by the Supreme Court of New Jersey Board on Trial Certification and a distinguished fellow in the American College of Trial Lawyers, Vito has left an indelible mark by arguing precedent-setting cases before the New Jersey Supreme Court. Vito's exceptional talent for simplifying complex facts and evidence to judges and juries sets him apart, with a remarkable track record of successful dispute resolutions through trial or negotiation. Widely renowned for his astute counsel, Vito's vast experience extends to boards of education, colleges, universities, APSSDs, charter schools, and businesses ranging in size from Fortune 100 companies to small, privately held entities. His influence expands to the Employment and Labor sector, where he is recognized for his strategic counsel in state and federal courts and key agencies. Vito's reputation as a trusted advisor and litigator reflects his unwavering dedication to achieving favorable outcomes for his clients.

Education Law

As co-chair of the Education Team, Vito is nationally known for his counsel to educators, boards of education, public schools (K-6, K-8, K-12) and educational institutions, including colleges and universities, Approved Private Schools for Students with Disabilities (APSSDs), charter schools, and both private/independent and public entities. Vito and the Education Team at Porzio work with a large number of public sector schools, several universities, and also serve as general counsel for the ASAH organization, which serves its member APSSDs.

In addition to leading Porzio's annual Employment Law Forum, where the firm's lawyers and professionals from PorzioCS and PGA provide legal, compliance and legislative updates, Vito frequently speaks at education conferences for the private special education schools and agencies within ASAH. He is regularly asked to speak to industry organizations on legal updates and Department of Education policies of importance to educators and administrators.

Public School Regionalization & Redistricting

As the lead counsel on several precedent-setting matters in the areas of regionalization and redistricting, including the creation and dissolution of regional school districts and the creation and termination of sending-receiving relationships, Vito is highly regarded throughout the education industry in New Jersey for his diligent investigations and studies regarding the reconfiguration or dissolution of school districts.

Vito was counsel for the only three regional school district dissolutions in New Jersey history (Union County Regional, Lower Camden County Regional, South Hunterdon Regional), resolving hundreds of employment issues successfully, and defeating all litigations challenging any aspect of the dissolution. Additionally, Vito pioneered a dual sending-receiving agreement between two small school districts in order to keep them both cost-effective and viable, one as a K-4 district for the two towns and the other as a grade 5-8 district for the two towns.

APSSD Advocacy and Counsel

Porzio's education lawyers serve as outside general counsel to ASAH, the trade organization for Approved Private Schools for Students with Disabilities (APSSD) throughout New Jersey. Vito and the PGA team provide strategic guidance on shaping and advocating for laws and regulations that support ASAH's mission. Moreover, Vito advises ASAH member schools on sensitive interactions with the Department of Education, championing the ASAH's objective of providing education to students in need who may have developmental disabilities, behavioral issues, and other situations that cannot be adequately addressed in the public school system. The APSSDs rely on Vito for counsel on DOE rules, notification of non-allowances, and representation on audits.

Physical & Informational Security

As president and CEO of PorzioCS, Vito assists schools in creating and maintaining the most secure learning environment for students and staff. Providing counsel in all matters of security and safety, Vito and the PorzioCS team support schools with incident response plans, physical threat assessments, information compliance and security, and employee training. PorzioCS's on-site risk assessments identify possible threats and vulnerabilities, to which Vito recommends custom solutions to mitigate risk. In addition, Vito and the PorzioCS team are brought in to discretely investigate and report on school misconduct, employee background due diligence, cyber-crime, and regulatory reporting compliance.

Outside General Counsel & Litigation - Education

Vito serves as day-to-day general counsel for public and private schools and universities, providing advice on issues and disputes involving employment, commercial contracts, construction and bids, OPRA and OPMA, and insurance, as well as compliance with all applicable laws and industry standards. Additionally, he counsels and does trainings for education clients on student and staff discipline, allegations of bullying and tenure matters.

Employment Law

As co-chair of the Employment Team, Vito is nationally known for his astute counsel and wise strategies in matters in state and federal courts, and before the EEOC, NLRB, New Jersey Public Employment Relations Commission, the New Jersey Department of Labor and the New Jersey Division of Civil Rights.

Vito represents clients in industries including retail, life sciences and pharmaceutical, petrol-chemical, construction, manufacturing, pool and spa, healthcare, agriculture and landscaping, financial services, and public and private education.

Outside General Counsel & Litigation - Employment

Many clients engage Vito as outside general counsel, to provide day-to-day counsel on operations and employment matters, minimizing claims and avoiding litigation. Management also works with Vito on discrete matters that can range from an employee's discrimination allegation to multi-plaintiff high-stakes litigation, labor grievances, and reductions in force.

Clients turn to Vito for advice on employment contracts, policies, performance, allegations of employee wrongdoing, discipline and all aspects of hiring, retention and termination. In addition, he counsels on ADA accommodations, leaves of absence, EEOC complaints, and issues related of discrimination, harassment, and retaliation. He litigates matters involving issues related to restructuring and consolidation, wage and hour, restrictive covenant, and whistleblowing allegations.

Recognitions

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For ranking methodologies, please see **here**.*

- *NJBIZ* - Leaders in Law, Employment: Labor, Litigation, ERISA (2025)
- *NJBIZ* - Law Power (2022-2026)
- Certified by the Supreme Court of New Jersey as a Civil Trial Attorney
- *Chambers USA*—America's Leading Lawyers – Labor & Employment (2017-2022)
- New Jersey Super Lawyers® (2005-2027)
- *The Best Lawyers in America®* – Education Law (2012-2027); Litigation - Labor & Employment (2013-2027)
- New Jersey State Association of Chiefs of Police - Chief George C. Tenney Award (2016)

Memberships

- American College of Trial Lawyers - Fellow; Member, New Jersey State Committee (2025-2027)
- Association of the Federal Bar of the State of New Jersey
- New Jersey Association of School Attorneys; served three terms on Board of Trustees
- New Jersey Business and Industry Association; serving on Government Affairs Committee
- New Jersey State Bar Association

News

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For ranking methodologies, please see **here**.*

- 22 Porzio, Bromberg & Newman Attorneys Named to 2027 New Jersey Super Lawyers® and Rising Stars® Lists, 11/16/2026
- Vito A. Gagliardi, Jr. and William A. Krais Reappointed to American College of Trial Lawyers New Jersey State Committee, 11/02/2026
- Porzio, Bromberg & Newman Continues Growth in Puerto Rico with Addition of Bankruptcy and Restructuring Attorney Nayuan Zouairabani-Trinidad, 8/20/2026

Vito A. Gagliardi, Jr. Cont.

- 33 Porzio, Bromberg & Newman Attorneys Recognized by *Best Lawyers® 2027*, Including Two "Lawyer of the Year" Recipients, 8/20/2026
- Vito A. Gagliardi, Jr. Earns *NJBIZ* Law Power Recognition for Fifth Straight Year, 7/20/2026
- Porzio, Bromberg & Newman Announces 2026 Attorney Promotions, 7/01/2026
- Porzio, Bromberg & Newman Highlights Leadership Continuity and Strategic Strength Following Annual Principals' Meeting, 5/28/2026
- Porzio, Bromberg & Newman Secures Federal Court Victory Upholding New Jersey's Judicial Privacy Law, 4/29/2026
- Porzio, Bromberg & Newman Expands Leadership Team with New Chief Operating Officer Jeffrey S. Isaacs, 4/07/2026
- Porzio, Bromberg & Newman Grows Corporate Practice with Addition of Donald J. Rassiger as Principal, 4/06/2026
- 17 Porzio, Bromberg & Newman Attorneys Named to 2026 New Jersey Super Lawyers® and Rising Stars® Lists, 3/20/2026
- Porzio, Bromberg & Newman Expands Immigration Capabilities with Addition of Former Department of Homeland Security Counsel, 3/18/2026
- Porzio, Bromberg & Newman's Representation Featured in NJ.com Coverage of Jackson Township Police Lawsuit Aftermath, 2/13/2026
- Porzio, Bromberg & Newman Launches Refreshed Brand, Opens New Headquarters in Parsippany, 2/02/2026
- Porzio, Bromberg & Newman Expands Bankruptcy & Financial Restructuring Practice With Veteran Insolvency Attorney, 1/14/2026
- Porzio, Bromberg & Newman Successfully Represents Sea Bright in NJ Supreme Court Regionalization Case, 12/09/2025
- Porzio, Bromberg & Newman Opens First Florida Office in Naples, Positioning Firm for Rapid Growth of Services Across the East Coast, 11/10/2025
- Vito A. Gagliardi, Jr. and William A. Krais Appointed to the New Jersey State Committee of the American College of Trial Lawyers, 10/13/2025
- Porzio Advises First Children Services on Strategic Growth Partnership , 10/08/2025
- 26 Porzio Attorneys Recognized in *The Best Lawyers in America®* 2026 Edition; 6 Listed as *Best Lawyers: Ones to Watch®*, 8/21/2025
- Vito A. Gagliardi, Jr. Named to NJBIZ Power 50 in Law for Fourth Straight Year, 7/22/2025
- Porzio, Bromberg & Newman Announces 2025 Promotions, 7/01/2025
- Porzio, Bromberg & Newman Successfully Represents New Jersey State Association of Chiefs of Police in Supreme Court Appeal of ‘Daniel's Law' Ruling, 6/23/2025
- Porzio, Bromberg & Newman Announces Leadership Changes Following Annual Principals' Meeting, 5/28/2025

Vito A. Gagliardi, Jr. Cont.

- Former Appellate Division Judge Mary Gibbons Whipple Joins Porzio, Bromberg & Newman, 5/27/2025
- Porzio Opens New Office in Hunterdon County, NJ, Expanding Estate and Elder Law Planning Services, 4/01/2025
- 19 Porzio, Bromberg & Newman Attorneys Named to 2025 New Jersey Super Lawyers® and Rising Stars® Lists, 3/20/2025
- Vito A. Gagliardi, Jr. Honored as *NJBIZ* 2025 Leader in Law , 2/10/2025
- Porzio, Bromberg & Newman Successfully Represents New Jersey State Association of Chiefs of Police in Paterson Supersession Case, 12/19/2024
- Porzio, Bromberg & Newman Successfully Represents Borough of Sea Bright in School Regionalization Case, 12/09/2024
- Porzio, Bromberg & Newman Achieves Mansfield Certification for the Second Consecutive Year, Renewing Commitment to Diversity and Inclusion, 10/01/2024
- 26 Porzio Attorneys Recognized in *The Best Lawyers in America® 2025 Edition*; 6 Listed as *Best Lawyers: Ones to Watch®*, 8/15/2024
- Porzio, Bromberg & Newman Adds Jill M. Williamson as Principal to Lead Emerging Technology Practice Expansion, 7/01/2024
- Porzio, Bromberg & Newman Successfully Represents New Jersey Chiefs of Police in Appeal of "Daniel's Law" Ruling, 4/29/2024
- 18 Porzio Attorneys Named to 2024 New Jersey Super Lawyers® and Rising Stars® Lists, 3/25/2024
- Porzio, Bromberg & Newman Adds Father-Son Medical Malpractice Attorneys to Personal Injury and Medical Malpractice Group, 1/16/2024
- Porzio, Bromberg & Newman Named Winner of Financial Times Innovative Lawyers in Healthcare & Life Sciences Award, 12/05/2023
- Porzio, Bromberg & Newman Named a Finalist for Financial Times Innovative Lawyers North America Award, 10/18/2023
- Porzio, Bromberg & Newman Achieves Midsize Mansfield Certification , 10/10/2023
- Porzio, Bromberg & Newman Successfully Represents New Jersey State Association of Chiefs of Police as Lead Amicus Against Constitutional Challenge to "Daniel's Law", 9/22/2023
- 27 Porzio Attorneys Recognized in *The Best Lawyers in America®*; *Best Lawyers: Ones to Watch®*, 8/17/2023
- Vito A. Gagliardi, Jr., Named NJBIZ Power Law 50 for the Second Consecutive Year , 7/24/2023
- Twenty Porzio Attorneys Recognized in 2023 New Jersey Super Lawyers and Rising Stars Lists, 5/11/2023
- Porzio, Bromberg & Newman Winner of 2023 Legalweek Leaders in Tech Law Awards, 3/21/2023

Vito A. Gagliardi, Jr. Cont.

- Porzio's Vito A. Gagliardi, Jr. and William A. Krais Inducted as Fellows of the American College of Trial Lawyers, 2/27/2023
- Landmark Deal in Legal Industry: Porzio, Bromberg & Newman is the First-Ever U.S. Law Firm to Sell its Legal Technology Subsidiary to Private Equity, 10/17/2022
- 24 Porzio Attorneys Recognized in The Best Lawyers ® in America, 2023 Edition, 8/18/2022
- Vito A. Gagliardi, Jr. Featured on the NJBiz 2022 Law Power 50, 7/25/2022
- Chambers USA 2022 Recognizes Two Porzio Practice Groups and Six Porzio Attorneys, 6/06/2022
- 22 Porzio Attorneys Selected for Inclusion on 2022 New Jersey Super Lawyers List, 4/06/2022
- Porzio Governmental Affairs, LLC Relocates to 10 West Lafayette Street, Trenton, 4/01/2022
- Porzio Continues Expansion With Philadelphia Office Opening, 4/01/2022
- Porzio Presents Details on Feasibility Study Unifying Salem County School Districts, 2/09/2022
- Porzio, Bromberg & Newman Recognized at 2021 New Jersey Law Journal Legal Awards, 9/24/2021
- Congratulations To The 23 Porzio Attorneys Recognized In Best Lawyers® In America, 2022, 8/19/2021
- Chambers USA 2021 Recognizes Two Porzio Practice Groups and Six Porzio Attorneys, 5/24/2021
- Vito A. Gagliardi, Jr. and Kerri A. Wright Discuss Salem County School Consolidation Study on NJ 101.5, 12/11/2020
- Porzio Selected by Salem County to Conduct School District Consolidation Study, 11/20/2020
- Will bankruptcy boom be boon to Delaware firms?, 9/03/2020
- Porzio's Vito A. Gagliardi, Jr. Provides Feedback on Law Firm Succession Planning in NJLJ Article, 1/22/2020
- Porzio's Vito A. Gagliardi, Jr. featured in Law360 Law Firm Leaders, 1/09/2020
- Porzio's Family of Companies Receive Community Impact Award, 11/22/2019
- Porzio Expands to Puerto Rico, 10/15/2019
- Vito A. Gagliardi, Jr., Managing Principal of Porzio, Bromberg & Newman P.C. Named a Trailblazer by the New Jersey Law Journal, 8/26/2019
- Congratulations To The 23 Porzio Attorneys Recognized In Best Lawyers In America, 2020, 8/15/2019
- Porzio, Bromberg & Newman Ranked the Top Medium-Sized Law Firm in New Jersey by NJBIZ's Best Places to Work, 5/02/2019
- Vito A. Gagliardi, Jr.'s Mack-Cali Realty Corp. et. al. v. State of New Jersey et al. case mentioned in Law360, 3/11/2019
- Vito A. Gagliardi, Jr. Quoted in School Leader Article on School Regionalization, 5/30/2018
- Porzio Managing Principal Vito A. Gagliardi, Jr. Quoted in Forbes.com Article, 1/05/2018

Vito A. Gagliardi, Jr. Cont.

- Vito A. Gagliardi, Jr. Quoted in "Woodcliff Lake Gets Go-ahead for Pascack Valley Withdrawal Vote", 12/20/2017
- Porzio Secures Appellate Victory Saving Seaside Park $1 Million Per Year in Regional School Funding, 8/11/2017
- Managing Principal Vito A. Gagliardi, Jr. Quoted by Pascack Press on School District's Funding Formula Dispute, 8/11/2017
- Managing Principal Vito A. Gagliardi, Jr. Quoted by The Record on New Jersey's Anti-Bullying Law, 8/07/2017
- Porzio's Litigation Department Volunteers for Homeless Solutions, 8/02/2017
- Porzio's Southern New Jersey Expansion Detailed in Law360 Article, 7/28/2017
- Porzio's Expansion into Southern New Jersey Featured in NJLJ, 7/26/2017
- Chambers USA 2017 Recognizes Three Porzio Practice Groups and Six Porzio Attorneys, 5/26/2017
- Porzio Managing Principal Vito A. Gagliardi, Jr. Quoted in Article on Elizabeth BOE Members' Decision to Hire Councilman for School Job, 3/27/2017
- Porzio Managing Principal Vito A. Gagliardi, Jr. Quoted in Article on River Dell School Funding Case, 3/25/2017
- Managing Principal Vito A. Gagliardi, Jr. Featured on NJ.com, 3/13/2017
- Porzio Managing Principal Defends Appellate Court Decision to NJ Supreme Court, 3/04/2017
- Principal Kerri Wright Named in Article on Sea Bright Borough's Challenge to School Formula, 3/03/2017
- Vito A. Gagliardi, Jr.'s Rise to Managing Principal Featured in New Jersey Law Journal, 3/02/2017
- Vito A. Gagliardi, Jr. Rises to Managing Principal at Porzio, Bromberg & Newman, P.C., 3/01/2017
- Principal Vito A. Gagliardi, Jr. on NBC's Today Show, 2/23/2017
- Principal Vito A. Gagliardi, Jr. Argued Before the NJ Supreme Court on Behalf of the NJ State Association of Chiefs of Police, 2/22/2017
- Porzio and PGA Attend the New Jersey Chamber of Commerce's 80th Annual Walk to Washington, 2/16/2017
- Porzio Principals Vito A. Gagliardi, Jr. and Kerri Wright to Co-Chair the Firm's Education and Employment Team, 1/01/2017
- 8th Annual Porzio Employment Law Forum, 11/15/2016
- Porzio's Litigation Practice Profiled by New Jersey Law Journal, 11/15/2016
- Porzio's Education Team Participated in the New Jersey School Boards Association Workshop 2016, 10/26/2016
- Vito A. Gagliardi, Jr. Quoted Regarding Potential Litigation Over Englewood and Englewood Cliffs Send-Receive Arrangement, 10/21/2016
- Vito A. Gagliardi, Jr. Quoted Regarding Englewood Cliffs' Challenge to the State's Elimination of School Choice Assistance, 10/10/2016

- Constituent Members of Regional School Districts Must Pay Critical Attention To Tax Notices Every October, 8/02/2016
- Vito A. Gagliardi, Jr. Referenced in Article Concerning Ongoing Hillside Police Chief Matter, 7/20/2016
- Porzio Principal Vito A. Gagliardi, Jr. Quoted on the NJ Case of Government Agency Electronic Data Becoming Publicly Accessible, 7/19/2016
- Principal Vito A. Gagliardi, Jr. Quoted in Union News Daily on Lawsuit Involving Hillside's Mayor and Chief of Police, 7/08/2016
- Vito A. Gagliardi, Jr. Successfully Argues to Reverse Trial Court Order Requiring the Creation of Non-Existent Police Logs, 4/28/2016
- Vito A. Gagliardi, Jr. Quoted by NJ.com on the Demotion of the Hillside Police Chief, 3/22/2016

Articles

- NLRB Revives *General Motors* test for Distinguishing Protected Activity and "Abusive" Conduct , 10/30/2026
- Better Latte Than Never: Federal Court Restricts Agency Authority in *Starbucks v. NLRB*, 1/14/2025
- New Jersey Department of Community Affairs Announces Additional Funds for Feasibility Study Grants, 2/21/2024
- Porzio's 2023 Employment Law Year in Review, 12/29/2023
- School Sick Leave Law Greatly Expanded , 7/05/2023
- Employers Beware: Severance Agreements Containing Broad "Gag Clauses" Are Unlawful, 3/02/2023
- Porzio's 2022 Employment Law Year in Review, 12/28/2022
- Porzio's Employment Law Year in Review, 1/10/2022
- Using Lessons Learned To Prevent School Violence, 12/06/2021
- Misclassification of Employees As Independent Contractors Recently Became More Costly, 8/19/2021
- Employers Will Soon Face Increased Scrutiny Of Restrictive Covenants With Employees, 7/27/2021
- The First Significant School Regionalization Legislation in Nearly Three Decades, 3/05/2021
- Lessons Learned From Walmart: Best Practices For Employers Regarding COVID-19 Preparation and Communication, 4/22/2020
- New Jersey Becomes More Accommodating For Discrimination Suits Based on Failure to Accommodate Disability, 7/16/2019
- New Jersey State Association of Chiefs of Police Argument Prevails Before the New Jersey Supreme Court, 8/14/2018
- Curtain Falls On Action Brought By Exotic Dancers, 7/26/2018
- NLRB Circuit Breakers, 7/14/2017

- NLRB Making America Grate Again, 9/20/2016

Speaking Engagements

- “Back to the Future: Rewiring Your Employee Handbook for 2026,” 18th Annual Porzio Employment Law Forum, 9/30/2026
- “Navigating the Evolving Landscape of Employment Law: Practical Guidance for School Business and HR Professionals,” NJASEPS Symposium for Business Office and Human Resources Personnel, 5/04/2026
- “NLRB Takes a Different Track: Defending Cases Before the Restructured Agency,” The Trial Network Conference, 4/24/2026
- "Future-Ready New Jersey: How Education Is Driving the Garden State's Competitive Edge," Invest: New Jersey 6th Edition Leadership Summit, 1/14/2026
- "Under Pressure: Ethical Decision-Making in Corporate Crises," Porzio's 9th Annual Ethics & Eggs CLE Seminar, 12/11/2025
- "Legal and Regulatory Update," ASAH's 46th Annual Conference, 10/27/2025
- "The Role of the Board Attorney: Balancing Ethical Duties and Client Expectations," New Jersey School Boards Association, Fifty-Fifth Annual School Law Forum, 10/23/2025
- "Land of Confusion: Dramatic Changes in State and Federal Law," 17th Annual Porzio Employment Law Forum, 10/07/2025
- "Panel Discussion: The Conundrum of Succession Planning," The Trial Network Member Summit 2025, 9/11/2025
- "Navigating Legal Gray Zones: Managing Mental Health and Behavior-Based Safety Risks," ASAH Member Webinar, 7/18/2025
- "The Heat Is On: Best Practices in Crisis Response," The Trial Network, Trial Tactics for Today and Tamaya, 4/24/2025
- "Affairs Related to the Current Legal, Regulatory, and Operational Landscape for ASAH Schools," ASAH Region III Meeting, 2/19/2025
- "Advancing Decentralized Organizations Through Foreign Entities and Foundations: Why Cayman Islands and Other Foreign Jurisdictions," Porzio's Puerto Rico Legal & Compliance Summit, 2/04/2025
- "Regulatory Update: What's New In Trenton And How Can I Prepare?," 45th Annual ASAH Conference , 11/15/2024
- "The Dating Game: Employee Edition – Trouble in Paradise," 16th Annual Porzio Employment Law Forum, 10/01/2024
- "Teamwork Makes the Litigation Dream Work: The Partnership in Litigation ManagementTeamwork Makes the Litigation Dream Work: The Partnership in Litigation Management," The Trial Network Sun, Surf , and Strategies, 5/04/2024
- "Legal and Regulatory Update," 44th Annual ASAH Conference, 11/17/2023
- "Crisis Management: Navigating the Storm," Panelist, Lightbridge Academy Conference, Philadelphia, PA, 10/05/2023

Vito A. Gagliardi, Jr. Cont.

- "Legal Update," Presenter, Porzio Employment Law Forum, Morristown, NJ, 10/04/2023
- "Porzio's 2023 School Safety Symposium", 6/01/2023
- "Keeping Up with the Rapidly Changing Employment Landscape in New Jersey," ASAH's Annual Human Resources Symposium, 5/19/2023
- "Recent US Supreme Court Cases Impacting the Workplace," Porzio Employment Law Forum, November 2, 2022.
- "Keeping Up With the Rapidly Changing Employment Landscape in New Jersey," ASAH's Annual Symposium for Business Office and Human Resources Personnel, May 13, 2022.
- "Litigating Against a Moving Target: Challenges Posed by the Constantly Changing Positions of the NLRB," Litigation Lessons Under the Sonoran Sky, The Network of Trial Law Firms, Inc., April 30, 2022.
- "Employment and Legal Update With Porzio," Quarterly Presentation to ASAH School Members, April 8, 2022.
- "NJ Business And Employment Issues During COVID-19: What Business Leaders Must Know, " Porzio, Bromberg & Newman, Webinar, 4/13/2020
- "Let's "Judge" For Ourselves," Porzio Employment Law Forum, October 20, 2021.
- "State and Local Government in New Jersey," Guest Lecturer on School Regionalization, The College of New Jersey, March 22, 2021.
- "Managing Staff in the COVID-19 Era," New Jersey State Association of Chiefs of Police Executive Briefing Series, December 17, 2020.
- "Politically Incorrect: Regulating Employee Speech In and Out of the Workplace," Porzio Employment Law Forum, October 27, 2020.
- "The Old School and the New - - Considerations for School Re-Opening," Porzio Webinar, July 7, 2020.
- "NJ Business and Employment Issues During COVID-19: What Business Leaders Must Know," NJMEP Webinar, April 13, 2020.
- "NJ Business and Employment Issues during COVID-19: What CEOs and Business Leaders Must Know," Young President's Organization – NJ Chapter, Webinar, April 9, 2020.
- "Roundtable Discussion: The Opioid Crisis and Its Impact on the Workplace," Porzio Employment Law Forum, October 3, 2019.
- "From the Trenches: An Inside look at the Forces and Pressures that Drive People to Violate the Law," CBI's 16th Annual Pharmaceutical Compliance Congress, April 18, 2019.
- "NLRB: What's Old Is New Again," Porzio Employment Law Forum, October 3, 2018.
- "Current Trends and Best Practices in Human Resources," ASAH's 5th Annual Symposium for Business Office and Human Resources Personnel, May 18, 2018.
- "HIPAA Update," ASAH's 5th Annual Symposium for Business Office and Human Resources Personnel, May 18, 2018.

- "Tips From The Firing Squad: Best Practices For Terminations," Porzio Employment Law Forum, November 15, 2017.
- "Employment Law Basics for Owners & Managers," Lightbridge Academy Owners Conference, October 17, 2017.
- "Boundaries: Staying Behind the Line," Cerebral Palsy of North Jersey, June 20, 2017.
- "Cutting Edge Developments in Law and Regulation that Impact the Operation of Your School," ASAH 39th Annual Conference, November 18, 2016.
- "Job Descriptions: Cutting Edge Tips For Ensuring You Get It Right The First Time," Porzio Employment Law Forum, November 15, 2016.
- "Bullet-Proof Employee Handbooks," Litigation Management: In-House Counsel Finding Sanctuary, The Network of Trial Law Firms, Inc., October 29, 2016.
- "Social Media - New Challenges and Opportunities," CBI's 13th Annual Pharmaceutical Compliance Congress, April 26, 2016.
- "Internal vs. External Investigations - How Far Have We Come?" Porzio Compliance Forum, December 3, 2015.
- "Tips on How to Manage Employees Without Violating Federal Law," Porzio Employment Law Forum, November 20, 2015.
- "Cutting Edge Developments in Law and Regulation that Impact the Operation of Your School," ASAH's 38th Annual Conference, November 13, 2015.
- "Human Resources & Employment Law - National Labor Relations Board," ASAH's 2nd Annual Symposium, March 6, 2015.
- "Effective Practice Before, & Litigation With, Federal and NJ Civil Rights Enforcement Agencies," Rutgers School of Law, December 4, 2014.
- "NLRB Protection of Employee Rights on Social Media and in Other Concerted Activities," Porzio Employment Law Forum, November 17, 2014.
- "Staff Rights and Responsibilities," Morris County Association of School Administrators, July 17, 2014.
- "Leave Requests: Navigating Your Responsibilities Under The FMLA and NJFLA," Porzio Employment Law Forum, November 15, 2013.
- "The NLRB and Social Media Policies," NJ Bankers Association Law Forum, March 20, 2013.
- "Managing the Manager: What Your Managers Should Know," Porzio Employment Law Forum, December 2012.
- "The New Tenure Law," New Jersey School Boards Association Annual Convention, October 2012.
- "Proposed Changes to the Sunshine Law and Open Public Records Act," New Jersey State Bar Association Podcast, July 2012.
- "Effective Personnel Management," NJSACOP Policing Your Town Seminar, March 2012.
- "Harassment, Intimidation and Bullying," Seton Hall School of Law, guest lecturer, February 2012.

- "Communicating with the Troops: How to Best Document and Distribute Information on Company Policies," Porzio Employment Law Forum, November 2011.
- "Ask the Lobbyist and the Lawyer," New Jersey Child Care Association's Partners in Education Child Care Conference, April 2011.
- "Minimizing Risks Upon Termination," Porzio Employment Law Forum, October 2010.
- "School Law for the Non-School Lawyer," NJICLE Seminar, September 2010.
- "Family Leave Act: Updates and Practical Advice," BioNJ HR Forum, February 2010.
- "School Law Forum," New Jersey School Boards Association Annual Convention, October 2009.
- "Handling Whistleblowers During an Investigation," Porzio Employment Law Forum, October 2009.
- "Making New Jersey More Affordable for Businesses and Residents," sponsored by Raritan Valley Community College, The Courier News, MyCentralJersey.com, the Somerset County Business Partnership and New Jersey 101.5, October 2009.
- "Governance and Education," Morris County Administrators and Supervisors Association, August 2009.
- "Regionalization and Consolidation," New Jersey Principals and Supervisors Association, April 2009.
- "Managing Day-to-Day," NJSACOP Policing Your Town Seminar, March 2009.
- "Consolidation of NJ Public School Districts," NJEA Mid-Year Conference, February 2009; broadcast on Michael Arons' "On the Record" on NJN.
- "Employment Law Update," BioNJ HR Forum, January 2009.
- "Regionalization and Consolidation," New Jersey School Boards Association Delegate Assembly Panel, November 2008.
- "Insights Regarding the New Accountability Regulations," Union County Association of School Business Officials, November 2008.
- "What's New Under the Sunshine Law," Passaic County Association of School Business Officals, March 2008.
- "Direct Examination of a Lay Witness," Porzio, Bromberg & Newman Summer Associate Seminar, July 2007.
- "Handling Whistleblowers During an Investigation," CBI's Forum on Internal Investigations & Self Disclosure for the Bio/Pharmaceutical Industry, Washington, DC, June 2007.
- "Case Studies: Employment Rights and Responsibilities," NJSACOP Executives Institute, April 2006.
- "Building an Effective Business Conduct and Compliance Program: Effectively Dealing with Employment-Related Issues," CBI's 3rd Annual Pharmaceutical Marketing Compliance Congress, January 2006.
- "Electronic Communications and Other OPMA Issues," Essex and Passaic County School Boards Associations' Legal Forum, January 2006.

- "Practical Applications of the Current Open Public Records Act," New Jersey Foundation for Open Government Conference, April 2005.
- "Legal Obligations to Address Harassment, Bullying, Child Abuse and Neglect," Union County Superintendent of Schools' Roundtable, April 2005.
- "Regional School District Funding Problems and Solutions," LBI Taxpayers' Association Forum, January 2005.
- "Employment Law Update," Union County Association of School Business Officials, October 2004.
- "Regional School District Funding Problems and Solutions," SPDC Forum, September 2004.
- "Case Studies on Employment Issues," NJSACOP Policing Your Town Seminar, May 2004.
- "Tenure and Seniority," NJASA Spring School Law Forum, June 2003.
- "Legal Issues for Public Employers," Passaic County Association of School Business Officials, February 2003.
- "Employee Handbooks and Employment Contracts," NJBIA Hot Topics in Employment Law Seminar, November 2002.
- "Applying the Revised Open Public Records Act," New Jersey School Boards Association Annual Convention, October 2002.
- "The New Open Public Records Act," Seton Hall School of Law, guest lecturer, October 2002.
- "Practical Implications of the Whistleblower Law," NJSACOP Institute, September 2002.
- "The New Open Public Records Act," Union County Association of School Business Officials, June 2002.
- "Understanding and Avoiding Claims for Wrongful Termination," AEA Human Resource Directors Roundtable, March 2002.
- "The New Open Public Records Act," Passaic County Association of School Business Officials, January 2002.
- "Review of New Legislation," NJSACOP Policing Your Town Seminar, January 2002.
- "Effective Employment Practices," Somerset County Business Officials Association, January 2002.
- "Student Discipline Issues," Union County Juvenile Officers Association, January 2002.
- "Personnel Policies and Practices for Emergency Situations," Essex and Passaic County School Boards Associations, November 2001.
- "How to Minimize Liability in Running Your Police Department," New Jersey League of Municipalities Annual Convention, November 2001.
- "Employee Handbooks and Employment Contracts," NJBIA Hot Topics in Employment Law Seminar, June 2001.
- "The Benefits of Effective Documentation," School Counselor Summit, March 2001.
- "Contracts, Collective Bargaining Strategies and Labor Relations," NJSACOP Policing Your Town Seminar, January 2001.
- "Legal Tips for School Business Practices," Essex and Passaic County School Boards Associations, November 2000.

- "Contractual Rights and Responsibilities," NJSACOP Institute, September 2000.
- "Employee Handbooks," NJBIA Hot Topics in Employment Law Seminar, June 2000.
- "Restrictive Covenants and the Unwitting Creation of Employee Contracts through Employee Handbooks," AEA Human Resource Directors Roundtable, February 2000.
- "Effective Collective Bargaining Strategies," NJSACOP Policing Your Town Seminar, January 2000.
- "Contracts and the Realities of Binding Arbitration, The Impact It Will Have on Your Agency," NJSACOP Policing Your Town Seminar, January 2000.
- "Sexual Harassment in the Schools," Essex and Passaic County School Boards Associations, December 1999.
- "Management Issues in Collective Bargaining," St. Elizabeth's College, June 1999.
- "How to Run a Board Meeting," Essex and Passaic County School Boards Associations, February 1999.
- "Reasonably Accommodating Section 504," New Jersey School Boards Association Annual Convention, October 1998.
- "Legal and Practical Aspects of Regionalization," New Jersey Council of Educators, September 1998.
- "Legal Issues for Police Management," NJSACOP Policing Your Town Seminar, April 1998.
- "Deregionalization and Dissolution: Regional School Districts Learn to Divide," New Jersey School Boards Association Annual Convention, October 1996.

Media Mentions

- "Leaders in Law," *Lessons in Leadership with Steve Adubato*, 11/07/2026
- "Data Brokers Can't Pause Judicial Privacy Law Fight," *Law360*, 8/27/2026
- "Porzio Bromberg Keeps Up Momentum In Puerto Rico Growth," *Law360*, 8/21/2026
- "Former N.J. police chief sues to get $782K retirement payout," *NJ.com*, 7/06/2026
- "Porzio Bromberg Names All-Women Board, Reelects MP," *Law360*, 6/29/2026
- "AI Won't Kill Billable Hour, Associate Demand, NJ Managing Partners Say," *New Jersey Law Journal*, 5/15/2026
- "Porzio, Bromberg & Newman expands bankruptcy and financial restructuring practice with insolvency attorney Schellhorn," *ROI NJ*, 1/16/2026
- "Schellhorn joins Porzio, boosting its bankruptcy and financial restructuring practice," *BINJE*, 1/15/2026
- "Jersey Shore school battle ends with major court decision," *NJ.com*, 12/09/2025
- "Is the Boom Ending? Fewer Firms Opened New Florida Offices in 2025," *The American Lawyer*, 12/09/2025
- "Sea Bright OK'd to dump Shore Regional; students might go here instead," *app.com*, 12/09/2025
- "Town Can Join New Regional School District, NJ Justices Say," *Law360*, 12/08/2025

Vito A. Gagliardi, Jr. Cont.

- "Vito Gagliardi, Managing Principal, Porzio, Bromberg & Newman P.C.," caa *Invest*, 11/29/2025
- "Porzio Bromberg Establishes Florida Presence with Firm's 10th Office," *Law.com*, 11/17/2025
- "Porzio, Bromberg & Newman announces first Florida office in Naples," *ROI-NJ*, 11/12/2025
- "Porzio, Bromberg & Newman Opens First Florida Office in Naples," *New Jersey Business Magazine*, 11/11/2025
- "Porzio expands to Florida with new Naples office," *NJBIZ*, 11/11/2025
- "Law Firms Find Fresh Opportunities to Bill Out Nonlawyers, as Ancillary Businesses Grow," *The American Lawyer*, 8/07/2025
- "Leaders In Law," NBC12's Lessons in Leadership , 7/26/2025
- "Introducing the 2025 NJBIZ Leaders in Law honorees," *NJBIZ*, 2/10/2025
- "Sea Bright Has Legal Standing to Regionalize, Court Rules," *The Two River Times*, 12/19/2024
- "First Black NJ Supreme Court justice, with ties to Jersey, dies," *Courier News*, 8/07/2024
- "James Coleman Jr., first Black justice on top court, dies at 91," *The Star-Ledger*, 8/06/2024
- "A 'legal giant': First Black NJ Supreme Court justice, James H. Coleman Jr., dies," *Bergen Record*, 8/05/2024
- "With Death Of 1st Black Justice, NJ 'Lost One Of Its Treasures'," *Law360*, 8/05/2024
- "'A Historic Barrier-Breaker, a Towering Intellect': Justice James H. Coleman Jr. Dies at 91," *New Jersey Law Journal*, 8/05/2024
- "James Coleman Jr., NJ's first Black Supreme Court justice, dies at 91," *NJBIZ*, 8/05/2024
- "'We have lost a giant of the bench and the bar'," *ROI-NJ*, 8/05/2024
- "New Jersey Top 40: Specialty Practices, Room for Rate Increases Boosted NJ Law Firms," *New Jersey Law Journal*, 7/17/2024
- "Jersey Shore town is being blocked from joining newly-merged school district, lawsuit says," *NJ.com*, 6/21/2024
- "Court rejects constitutional challenge of law shielding public officials' addresses," *NJToday.net*, 4/30/2024
- "Porzio, Bromberg & Newman successfully represents New Jersey Chiefs of Police in appeal of 'Daniel's Law' ruling," *WRNJ Radio*, 4/29/2024
- "Defendant Finds 'Daniel's Law' Has Teeth But the ACLU Is Pushing Back," *New Jersey Law Journal*, 4/26/2024
- "NJ Judicial Info Law Dodges Free Speech Challenge, For Now," *Law360*, 4/26/2024
- "Court rejects constitutional challenge of law shielding public officials' addresses," *New Jersey Monitor*, 4/26/2024
- "Jersey Shore town's voters reject school district merger," *NJ.com*, 4/17/2024
- "Critics 'shocked' after state OKs plan for Jersey Shore school district merger," *NJ.com*, 3/09/2024

- "Seaside Heights-Toms River school merger vote OK'd; here is when voters will get their say," *app.com* (subscription required), 3/08/2024
- "Porzio Receives Accolade for Innovative Approach in Healthcare & Life Sciences," *Express Healthcare Management*, 12/06/2023
- "Porzio a Winner of Innovative Lawyers in Healthcare & Life Sciences Award," *New Jersey Business Magazine*, 12/06/2023
- "Religious Objections to Diversity Policies Spur New Legal Issues," *Bloomberg Law*, 9/21/2023
- "No End in Sight: Litigation Heats Up Over 'Outing' Transgender Students," *New Jersey Law Journal*, 8/16/2023
- "Voters Will Decide School Regionalization," *The Two Rivers Times*, 5/23/2023
- NJ Supreme Court Rules 5-1 in Favor of Jersey City Tax Exemption, 6/01/2022
- As Law Firms Bolster Headhunting Resources, Recruiters Scramble for an Edge, 4/25/2022
- Over 100 People from Colonia High School Have Cancer. But Suing is Another Story., 4/19/2022
- N.J. County Considers Unifying Schools into a Single, Regional District, 3/03/2022
- "Succession-Minded Porzio Makes Leadership Changes," New Jersey Law Journal, 2/28/2017

Practices

- Education Law
- Employment & Labor
- Litigation

Area of Focus

- Disability Accommodations & Leaves of Absence
- Discrimination, Harassment & Retaliation
- Employment Counseling
- HR Training & Policy Development
- Immigration
- Professional Development Training Program
- Reductions in Force
- Restrictive Covenants
- Wage & Hour

Industries

- Education
- Life Sciences

Relevant Experience

Results may vary depending on your particular facts and legal circumstances. Prior results do not guarantee a similar outcome.

- Oversaw the only three regional school district dissolutions in New Jersey history, resolving hundreds of employment issues successfully, and all litigations challenging any aspect of the dissolution were defeated.
- Used federal and state RICO statutes as effective counterclaims as part of the defense of employment litigations. Prevailed in one of the first published opinions involving the civil use of the state RICO statute.
- Represented then Mayor-Elect Cory Booker in litigation enjoining his predecessor from non-bid sales of city property in Newark.
- Pioneered a dual sending-receiving agreement between two small school districts in order to keep them both cost-effective and viable, one as a K-4 district for the two towns and the other as a grade 5-8 district for the two towns.
- Conducted various employment investigations for Fortune 500 companies and public bodies.
- Defeated an effort by an independent contractor to bring an employment case against one of the nation's largest pharmaceutical companies, resulting in a published opinion.

Government Service

- New Jersey Law Revision Commission, 1997 - present; serving sixth five-year term (*Chairman* since May 2006)
- *Law Clerk* for Judge (later Justice) Virginia Long, Superior Court of New Jersey, Appellate Division, Trenton, New Jersey, 1989 - 1990

Opinions, Decisions and Cases

- *In re Rudolph Beu, Vineland Police Dep't*, No. A-391-24 (App. Div. Oct. 26, 2026)
- *Kratovil v. City of New Brunswick,* 261 N.J. 1 (2025)
- *I/M/O the Verified Petition for the Proposed Creation of a PK-12 All-Purpose Regional School District by the Borough of Sea Bright, et al.,* 262 N.J. 318 (2025)
- *American Civil Liberties Union of New Jersey v. County Prosecutors Association of New Jersey*, 257 N.J. 87 (2024)
- *Rotimi A. Owoh, Esq., et al. vs. Maple Shade Police Department*, No.A-3643-21, (App. Div. March 18, 2024)
- *Gannett Satellite Information Network, LLC v. Township of Neptune*, 254 N.J. 242 (2023)
- *In re Attorney General Law Enforcement Directive Nos. 2020-5 and 2020-6,* 246 N.J. 462 (2021)

Vito A. Gagliardi, Jr. Cont.

- *Fraternal Order of Police, Newark Lodge No. 12 v. City of Newark*, 244 N.J. 75 (2020)
- *Bergen Center for Child Development v. New Jersey Dep't. of Educ.,* OAL Dkt. No., EDU 12485-18, Agency Dkt. No. 152-6/18 (December 2019)
- *Paff v. Ocean Cty. Prosecutor's Office,* 235 N.J. 1 (2018)
- *Paff v. Galloway Township*, 229 N.J. 340 (2017), reversing and remanding 444 N.J. Super. 495 (App. Div. 2016)
- *D.M. v. New Jersey Dep't. of Educ.,* 801 F.3d 205 (3d Cir. 2015)
- *In the Matter of December 9, 2014 Special School Election,* 439 N.J. Super. 416 (App. Div. 2015)
- *Booker, et al. v. Rice, et al*., 431 N.J. Super. 548 (App. Div. 2013)
- *Edmondson v. Elmer, et al*., 424 N.J. Super. 256 (App. Div. 2012)
- *Matthews v. New Jersey Institute of Technology, et al*., 2010 U.S. Dist. LEXIS 59171, Civil Action No. 09-2840
- *Matthews v. New Jersey Institute of Technology, et al*., 2010 U.S. Dist. LEXIS 27182, Civil Action No. 09-2840
- *Catholic Family & Community Services v. State-Operated School District of the City of Paterson*, 412 N.J. Super. 426 (App. Div. 2010)
- *Pellicer v. St. Barnabas*, 200 N.J. 22 (2009)
- *N.J. Ass'n of School Business Officials v. Davy*, 409 N.J. Super. 467 (App. Div. 2009)
- *O'Shea v. West Milford Bd. of Educ.*, 391 N.J. Super. 534 (App. Div. 2007), certif. den. 192 N.J. 292 (2007)
- *In re: Petition for Authorization to Conduct a Referendum on the Withdrawal of North Haledon from the Passaic County Manchester Regional High School District*, 181 N.J. 161 (2004), modifying 363 N.J. Super. 130 (App. Div. 2003)
- *Adair v. Pfizer*, 245 F. Supp. 2d 437 (D. Conn. 2003)
- *Franklin Medical, et al. v. NPS, et al*., 362 N.J. Super. 494 (App. Div. 2003)
- *In re: Tenure of Janet Ingram*, 2002 WL 1238418, aff'd by Comm'r, Agency Dkt. No. 367-9/01
- *Murphy v. Luongo*, 338 N.J. Super. 260 (App. Div. 2001)
- *M.L.K. v. Kenilworth Bd. of Educ*., 2000 WL 871745 (Agency Dkt No. 00-3808)
- *Stowell v. New Jersey State Association of Chiefs of Police*, 325 N.J. Super. 512 (App. Div. 1999)
- *Byrum Bus Lines v. Mt. Arlington Bd. of Educ*., 1999 WL 105071, aff'd by Comm'r, Agency Dkt No. 240-7/97
- *AFT Local 3417 v. Berkeley Heights Bd. of Educ.*, 1998 WL 831336, aff'd by Comm'r, Agency Dkt No. 535-5/97
- *In re: Petition for Authorization to Conduct a Referendum on the Dissolution of Union County Regional High School District No. 1*, 298 N.J. Super. 1 (App. Div. 1997), certif. den. 149 N.J. 37 (1997)
- *Stagaard, et al. v. Contini, et al*., 97 N.J.A.R. 2d (EDU) 217 (Comm'r dec. Dec. 6, 1996), aff'd by State Board, Dkt No. 88-96 (Oct. 1, 1997)

- *C.M. v. Elizabeth Bd. of Educ.*, 96 N.J.A.R. 2d (EDS) 75 (O.A.L. Nov. 22, 1995)
- *D.B. v. Elizabeth Bd. of Educ.*, 95 N.J.A.R. 2d (EDU) 253 (State Board June 7, 1995)

Bar Admissions

- New Jersey, 1989

Court Admissions

- United States Supreme Court, 2019
- United States Court of Appeals, Third Circuit, 2000

Education

- *Washington and Lee University School of Law*
  J.D., 1989
  cum laude
- *University of Notre Dame*
  B.A., 1986