

**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/15/2022 11:20:18 AM  
**To:** VAGagliardi@pbnlaw.com; Chrissy.Skurbe@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US  
**Cc:** WJKulick@pbnlaw.com; JACiaburri@pbnlaw.com  
**Subject:** Re: [External Email]Fwd: Lillian Isaacs v. Monroe Township Board of Education

Happy Monday!

---

**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent:** Monday, August 15, 2022 11:12 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>  
**Cc:** Kulick, Weston J. <WJKulick@pbnlaw.com>; Ciaburri, Jennifer A. <JACiaburri@pbnlaw.com>  
**Subject:** [External Email]Fwd: Lillian Isaacs v. Monroe Township Board of Education

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Please see the attached.

Begin forwarded message:

**From:** "Silvestro, Mary" <Mary.Silvestro@doe.nj.gov>  
**Date:** August 15, 2022 at 10:59:26 AM EDT  
**To:** BRIAN@aloialawfirm.com  
**Cc:** "Gagliardi, Vito A." <VAGagliardi@pbnlaw.com>, David Rubin <rubinlaw@att.net>  
**Subject:** Lillian Isaacs v. Monroe Township Board of Education

**EXTERNAL MESSAGE**

Parties:

Attached hereto please find correspondence from the School Ethics Commission in connection with the above-referenced matter.

If you have any questions, or need additional information, please feel free to contact me.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: mary.silvestro@doe.nj.gov

**CONFIDENTIALITY NOTICE:** The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**  
Principal  
[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)  
Phone: (973) 889-4151

# PORZIO

**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Ken.Chiarella@monroe.k12.nj.us  
**Sent time:** 08/27/2022 08:51:28 AM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us  
**Cc:** VAGagliardi@pbnlaw.com  
**Subject:** Re: Ethics Complaint Dismissed

---

Get [Outlook for Android](#)

---

**From:** Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>  
**Sent:** Saturday, August 27, 2022 8:46:21 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>  
**Cc:** VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Re: Ethics Complaint Dismissed

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 10:27 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>  
**Cc:** VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Ethics Complaint Dismissed

---

FOR INFORMATION PURPOSES ONLY

(Do not reply to all)

[REDACTED]

Have a great evening.

Chrissy

**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 09/01/2022 07:57:31 AM  
**To:** Kate.Rattner@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us  
**Subject:** Re: Ethics Complaint Dismissed

---

My understanding is it's at the discretion of the concerned parties about sharing during the disposition of the complaints.

Representation of the board members involved in ethics complaints covered by insurance is subject to attorney / client privilege. The clients are the individuals - not the board. As individuals we have indemnification to such complaints and are entitled to representation through board insurance coverage but the actual handling of these cases is done personally with the attorney and is not part of board business, etc.

You can utilize OPRA requests with the SEC for any public information and the SEC has some details they post on their website about proceedings and outcomes. NJSBA will also publish details about cases they find of interest or establish new case law etc.

---

**From:** Kate Rattner <Kate.Rattner@monroe.k12.nj.us>  
**Sent:** Thursday, September 1, 2022 12:03 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Re: Ethics Complaint Dismissed

Hello,

I apologize for not being clear. Mr. Gagliardi certainly does update the board on all issues that his firm is working on, however I realized that we do not receive updates on any issues that are handled by the Rubin law firm. I don't know if this is the norm, but receiving a status update on this complaint made me realize that I don't know the status of any other complaints or issues that this firm is working on...whether they have been dismissed, are moving forward, or whatever else the status may be. Of course, if protocol is that board members are not given updates until a final decision is made such as the complaint below, I understand this as well.

I hope this has clarified my request.

On Aug 30, 2022, at 3:53 PM, Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us> wrote:

Good afternoon Ms. Rattner -

Mr. Gagliardi updates the Board each month on any relevant legal issues or lawsuits.

Thank you  
Chrissy

---

**From:** Kate Rattner <Kate.Rattner@monroe.k12.nj.us>  
**Sent:** Tuesday, August 30, 2022 2:41 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Re: Ethics Complaint Dismissed

Good afternoon,

I apologize for the delayed response, as I was out of the country (FYI if you ever have the desire to go to an amazing resort I highly recommend Le Blanc Spa Resort in Cancun, it was probably the best hotel/resort I've ever been to)!

I wanted to know if it might be possible for the entire board to receive an update on all legal issues, ethics complaints, and other similar matters. I do not know if it would be appropriate to share via email, but perhaps it can be discussed during the next closed session? Of course there is chatter amongst community members on all sides, but I have tried to tune this out and would truly like to receive factual updates regarding these matters.

Thank you for your time and have a wonderful week!

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>

**Sent:** Tuesday, August 23, 2022 10:28 PM

**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>

**Cc:** VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>

**Subject:** Ethics Complaint Dismissed

FOR INFORMATION PURPOSES ONLY

(Do not reply to all)

[REDACTED]

Have a great evening.

Chrissy

**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/19/2022 01:32:29 PM  
**To:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Cc:** Chrissy.Skurbe@monroe.k12.nj.us  
**Subject:** Re: Closed session minutes

---

adding Chrissy here also as this one has some sensitive items.....

reminder about redactions on this for board member K. Fabiano.

Dr. Adam Layman present for all.

Matters protected by attorney / client privilege.

1. [REDACTED]

2. [REDACTED]

3. [REDACTED]

4. [REDACTED]

5. Discussion concerning hiring procedures for new Business Administrator

Since the board voted to accept the resignation of the Business Administrator, the position is vacant and should be posted immediately. The board discussed with Mr. Gagliardi [REDACTED]. It was determined the position would be posted and resumes harvested and brought by the Superintendent to the personnel committee for input. Interviews would not include board member participation.

---

**From:** Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>  
**Sent:** Thursday, August 18, 2022 12:36 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Closed session minutes

Karen,  
Please provide a statement for the attached closed session meeting minutes.

Thank you,

*Nancy*

**From:** Kate.Rattner@monroe.k12.nj.us  
**Sent time:** 09/01/2022 12:03:13 AM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us  
**Subject:** Re: Ethics Complaint Dismissed

---

Hello,

I apologize for not being clear. Mr. Gagliardi certainly does update the board on all issues that his firm is working on, however I realized that we do not receive updates on any issues that are handled by the Rubin law firm. I don't know if this is the norm, but receiving a status update on this complaint made me realize that I don't know the status of any other complaints or issues that this firm is working on...whether they have been dismissed, are moving forward, or whatever else the status may be. Of course, if protocol is that board members are not given updates until a final decision is made such as the complaint below, I understand this as well.

I hope this has clarified my request.

On Aug 30, 2022, at 3:53 PM, Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us> wrote:

Good afternoon Ms. Rattner -

Mr. Gagliardi updates the Board each month on any relevant legal issues or lawsuits.

Thank you  
Chrissy

---

**From:** Kate Rattner <Kate.Rattner@monroe.k12.nj.us>  
**Sent:** Tuesday, August 30, 2022 2:41 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Re: Ethics Complaint Dismissed

Good afternoon,

I apologize for the delayed response, as I was out of the country (FYI if you ever have the desire to go to an amazing resort I highly recommend Le Blanc Spa Resort in Cancun, it was probably the best hotel/resort I've ever been to)!

I wanted to know if it might be possible for the entire board to receive an update on all legal issues, ethics complaints, and other similar matters. I do not know if it would be appropriate to share via email, but perhaps it can be discussed during the next closed session? Of course there is chatter amongst community members on all sides, but I have tried to tune this out and would truly like to receive factual updates regarding these matters.

Thank you for your time and have a wonderful week!

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 10:28 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>  
**Cc:** VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Ethics Complaint Dismissed

FOR INFORMATION PURPOSES ONLY

(Do not reply to all)



Have a great evening.

Chrissy

**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent time:** 09/08/2022 11:20:24 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** [External Email]RE: [External Email]C85-22

---

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, September 8, 2022 11:17 AM  
**To:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Fwd: [External Email]C85-22

**EXTERNAL MESSAGE**

---

[REDACTED]

Begin forwarded message:

**From:** "Silvestro, Mary" <[Mary.Silvestro@doe.nj.gov](mailto:Mary.Silvestro@doe.nj.gov)>  
**Date:** September 8, 2022 at 11:13:27 AM EDT  
**To:** [brian@aloialawfirm.com](mailto:brian@aloialawfirm.com), Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>, Ken Chiarella <[ken.chiarella@monroe.k12.nj.us](mailto:ken.chiarella@monroe.k12.nj.us)>, Gazala Bohra <[Gazala.Bohra@monroe.k12.nj.us](mailto:Gazala.Bohra@monroe.k12.nj.us)>  
**Subject:** [External Email]C85-22

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Respondents:

Attached hereto please find correspondence from the School Ethics Commission (Commission) in connection with the above-referenced matter. Complainant's **Amended Complaint** is also attached hereto, and this email transmission **shall constitute service of process by the Commission**. If you have any difficulty receiving or opening the attached documents, please advise ASAP.

Please feel free to contact me if you have any questions.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: [mary.silvestro@doe.nj.gov](mailto:mary.silvestro@doe.nj.gov)

CONFIDENTIALITY NOTICE: The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**

Principal

[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)

Phone: (973) 889-4151

[vCard](#) | [CV](#)

**PORZIO**

**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/22/2022 11:15:58 AM  
**To:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Cc:** Karen.Bierman@monroe.k12.nj.us  
**Subject:** Re: Closed session minutes  
**Attachments:** Draft 08.17.22 Closed Session Minutes Redacted.pdf

---

Good morning -

In thinking about it more, Kate should receive the minutes as written. The conversation would have been in front of her if she attended the meeting.

Katie recused herself from the discussion and should receive redacted minutes.

Thanks  
Chrissy

On Aug 22, 2022, at 8:57 AM, Nancy Tagliaferro <nancy.tagliaferro@monroe.k12.nj.us> wrote:

The attached have been placed in BoardDocs for the September 21<sup>st</sup> agenda. Katie and Kate will receive a copy of these with the board mail on 9/16. Unredacted copies will be emailed to the remaining 8 board members. For the members that receive hard copies, the unredacted minutes will be placed in sealed addressed envelopes to ensure they are placed in the correct large envelopes with the agenda.

*Nancy*

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 1:32 PM  
**To:** Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>  
**Cc:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Subject:** Re: Closed session minutes

adding Chrissy here also as this one has some sensitive items.....

reminder about redactions on this for board member K. Fabiano.

Dr. Adam Layman present for all.

Matters protected by attorney / client privilege.

1. [REDACTED]

[REDACTED]

2. [REDACTED]

[REDACTED]

3. [REDACTED]

[REDACTED]

[REDACTED]

4.

[REDACTED]

5. Discussion concerning hiring procedures for new Business Administrator

Since the board voted to accept the resignation of the Business Administrator, the position is vacant and should be posted immediately. The board discussed with Mr. Gagliardi [REDACTED]. It was determined the position would be posted and resumes harvested and brought by the Superintendent to the personnel committee for input. Interviews would not include board member participation.

---

**From:** Nancy Tagliaferro <[Nancy.Tagliaferro@Monroe.K12.NJ.US](mailto:Nancy.Tagliaferro@Monroe.K12.NJ.US)>

**Sent:** Thursday, August 18, 2022 12:36 PM

**To:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>

**Subject:** Closed session minutes

Karen,

Please provide a statement for the attached closed session meeting minutes.

Thank you,

*Nancy*

**From:** Ken.Chiarella@monroe.k12.nj.us  
**Sent time:** 08/27/2022 08:46:21 AM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us  
**Cc:** VAGagliardi@pbnlaw.com  
**Subject:** Re: Ethics Complaint Dismissed

---

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 10:27 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>  
**Cc:** VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Ethics Complaint Dismissed

FOR INFORMATION PURPOSES ONLY

(Do not reply to all)

[REDACTED]

Have a great evening.

Chrissy

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/30/2022 03:53:45 PM  
**To:** Kate.Rattner@monroe.k12.nj.us; VAGagliardi@pbnlaw.com  
**Cc:** Karen.Bierman@monroe.k12.nj.us  
**Subject:** Re: Ethics Complaint Dismissed

---

Good afternoon Ms. Rattner -

Mr. Gagliardi updates the Board each month on any relevant legal issues or lawsuits.

Thank you  
Chrissy

---

**From:** Kate Rattner <Kate.Rattner@monroe.k12.nj.us>  
**Sent:** Tuesday, August 30, 2022 2:41 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Re: Ethics Complaint Dismissed

Good afternoon,

I apologize for the delayed response, as I was out of the country (FYI if you ever have the desire to go to an amazing resort I highly recommend Le Blanc Spa Resort in Cancun, it was probably the best hotel/resort I've ever been to)!

I wanted to know if it might be possible for the entire board to receive an update on all legal issues, ethics complaints, and other similar matters. I do not know if it would be appropriate to share via email, but perhaps it can be discussed during the next closed session? Of course there is chatter amongst community members on all sides, but I have tried to tune this out and would truly like to receive factual updates regarding these matters.

Thank you for your time and have a wonderful week!

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 10:28 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>  
**Cc:** VAGagliardi@pbnlaw.com <VAGagliardi@pbnlaw.com>  
**Subject:** Ethics Complaint Dismissed

FOR INFORMATION PURPOSES ONLY

(Do not reply to all)

[REDACTED]

Have a great evening.

Chrissy

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/19/2022 07:36:56 PM  
**To:** Karen.Bierman@monroe.k12.nj.us  
**Cc:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Subject:** Re: Closed session minutes

---

Looks good.

I would like to ask we ensure Kate Rattner and Katie Fabiano get a redacted version.

On Aug 19, 2022, at 1:32 PM, Karen Bierman <Karen.Bierman@monroe.k12.nj.us> wrote:

adding Chrissy here also as this one has some sensitive items.....

reminder about redactions on this for board member K. Fabiano.

Dr. Adam Layman present for all.

Matters protected by attorney / client privilege.

1. [REDACTED]

2. [REDACTED]

3. [REDACTED]

4. [REDACTED]

5. Discussion concerning hiring procedures for new Business Administrator  
Since the board voted to accept the resignation of the Business Administrator, the position is vacant and should be posted immediately. The board discussed with Mr. Gagliardi [REDACTED]. It was determined the position would be posted and resumes harvested and brought by the Superintendent to the personnel committee for input. Interviews would not include board member participation.

---

**From:** Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>  
**Sent:** Thursday, August 18, 2022 12:36 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Closed session minutes

Karen,  
Please provide a statement for the attached closed session meeting minutes.

Thank you,

*Nancy*

**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent time:** 08/15/2022 11:12:49 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>  
**Cc:** Kulick, Weston J. <WJKulick@pbnlaw.com>; Ciaburri, Jennifer A. <JACiaburri@pbnlaw.com>  
**Subject:** [External Email]Fwd: Lillian Isaacs v. Monroe Township Board of Education  
**Attachments:** Monroe Response - 08-15-2022.pdf

---

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Please see the attached.

[REDACTED]

Begin forwarded message:

**From:** "Silvestro, Mary" <Mary.Silvestro@doe.nj.gov>  
**Date:** August 15, 2022 at 10:59:26 AM EDT  
**To:** BRIAN@aloialawfirm.com  
**Cc:** "Gagliardi, Vito A." <VAGagliardi@pbnlaw.com>, David Rubin <rubinlaw@att.net>  
**Subject:** Lillian Isaacs v. Monroe Township Board of Education

**EXTERNAL MESSAGE**

---

Parties:

Attached hereto please find correspondence from the School Ethics Commission in connection with the above-referenced matter.

If you have any questions, or need additional information, please feel free to contact me.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: mary.silvestro@doe.nj.gov

**CONFIDENTIALITY NOTICE:** The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**  
Principal  
[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)  
Phone: (973) 889-4151  
[vCard](#) | [CV](#)

**PORZIO**  
**Bromberg & Newman**  
100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney- client relationship.

**From:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Sent time:** 09/13/2022 09:26:18 AM  
**To:** Karen.Bierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us; Laura.Allen@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Chari.Chanley@Monroe.K12.NJ.US  
**Cc:** Reeshemah.Zielinski@Monroe.K12.NJ.US  
**Subject:** Finance attachment  
**Attachments:** Bill list for 9-21-22 BoE Meeting.pdf

---

Good morning,

Attached for your review please find the Bill List for the 09.14.22 Finance Committee Meeting. The List has been added to the BoardDocs agenda, which initiated the BoardDocs notification.

Enjoy the day!

*Nancy*

**From:** Adam.Layman@Monroe.K12.NJ.US  
**Sent time:** 08/19/2022 09:43:04 AM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us  
**Cc:** Karen.Bierman@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us  
**Subject:** RE: Sports Team Fundraising

---

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!  
Adam

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,

We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games. Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

**Dr. Kevin G. Higgins**  
Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <[adam.layman@monroe.k12.nj.us](mailto:adam.layman@monroe.k12.nj.us)> wrote:

Good Afternoon,

I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.

Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>

Subject: Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com

🔗 Share

Donate

Donate Now!

📧 How to Mail Your Check

Campaign

Team

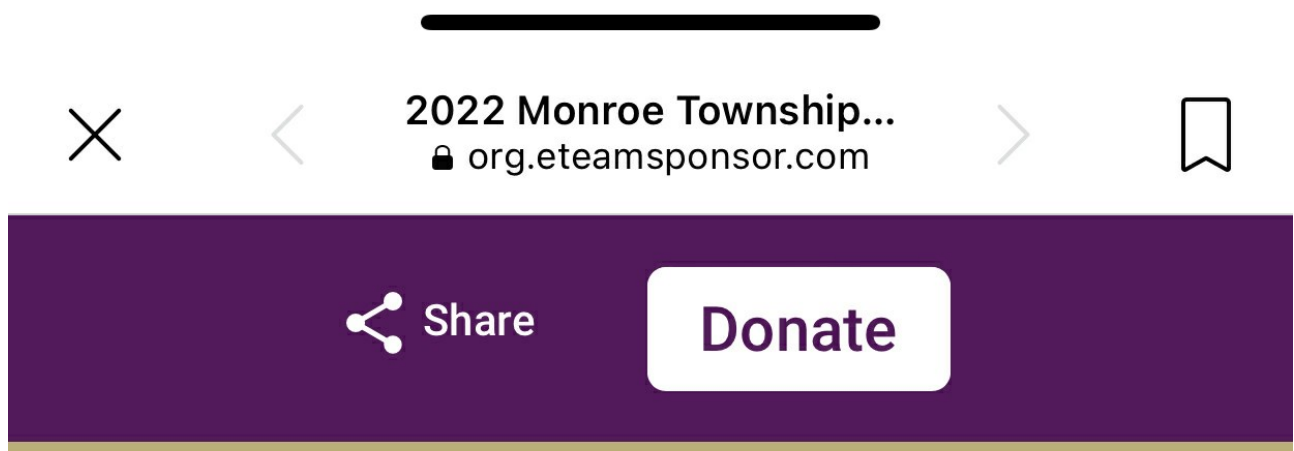
## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are  
conducting our 2022 Monroe Township HS

conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial

support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent time:** 08/15/2022 11:12:49 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@monroe.k12.nj.us>  
**Cc:** Kulick, Weston J. <WJKulick@pbnlaw.com>; Ciaburri, Jennifer A. <JACiaburri@pbnlaw.com>  
**Subject:** [External Email]Fwd: Lillian Isaacs v. Monroe Township Board of Education  
**Attachments:** Monroe Response - 08-15-2022.pdf

---

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Please see the attached.

[REDACTED]

Begin forwarded message:

**From:** "Silvestro, Mary" <Mary.Silvestro@doe.nj.gov>  
**Date:** August 15, 2022 at 10:59:26 AM EDT  
**To:** BRIAN@aloialawfirm.com  
**Cc:** "Gagliardi, Vito A." <VAGagliardi@pbnlaw.com>, David Rubin <rubinlaw@att.net>  
**Subject:** Lillian Isaacs v. Monroe Township Board of Education

**EXTERNAL MESSAGE**

---

Parties:

Attached hereto please find correspondence from the School Ethics Commission in connection with the above-referenced matter.

If you have any questions, or need additional information, please feel free to contact me.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: mary.silvestro@doe.nj.gov

**CONFIDENTIALITY NOTICE:** The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**

Principal  
[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)  
Phone: (973) 889-4151  
[vCard](#) | [CV](#)

**PORZIO**  
**Bromberg & Newman**  
100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney- client relationship.

**From:** Cory Lieber <CLieber@njsig.org>  
**Sent time:** 08/16/2022 10:15:08 AM  
**To:** Laura.Allen@Monroe.k12.nj.us  
Karen.Bierman@monroe.k12.nj.us; George Morville <george\_morville@ajg.com>; David Rubin <rubinlaw@att.net>; Gagliardi, Vito A.  
**Cc:** <VAGagliardi@pbnlaw.com>; Claims1 <Claims1@njsig.org>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Chari Chanley  
<Chari.Chanley@Monroe.K12.NJ.US>  
**Subject:** [External Email]Reservation of Rights / Regina Giacomini v Christina Skrube, Karen Bierman and Chari Chanley/ NJSIG File: 22GL00425S  
**Attachments:** 18A ROR 22GL425S.pdf

Some people who received this message don't often get email from clieber@njsig.org. [Learn why this is important](#)

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Good Morning Everyone,

Happy Tuesday!

Attached please find our standard reservation of rights on this new matter. Please note that this is being sent via email only.

Thank you!

Cory

**Thank you,**

**Cory J. Lieber, SCLA**  
**Liability Claims Examiner**  
New Jersey Schools Insurance Group  
6000 Midlantic Drive, Suite 300 North  
Mount Laurel, NJ 08054  
P: (609) 386-6060 x3056  
F: (609) 386-8877  
[clieber@njsig.org](mailto:clieber@njsig.org)  
[www.njsig.org](http://www.njsig.org)

Please visit [www.njsig.org/covid-19](http://www.njsig.org/covid-19) to view NJSIG's COVID-19 resources.  
[Click here](#) to sign-up for NJSIG's RFP notifications.

This email and any files transmitted with it may be confidential and contain privileged information. If you are not the intended recipient you must not copy, distribute or use this email or the information contained in it for any purpose other than to notify NJSIG. If you have received this message in error, please notify the sender immediately, and delete this email from your system. Any views expressed in this message are those of the individual sender, except where the sender specifically states them to be the views of NJSIG

**From:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Sent time:** 08/22/2022 08:57:46 AM  
**To:** Karen.Bierman@monroe.k12.nj.us  
**Cc:** Chrissy.Skurbe@monroe.k12.nj.us  
**Subject:** RE: Closed session minutes  
**Attachments:** Draft 08.17.22 Closed Session Minutes Redacted.pdf

---

The attached have been placed in BoardDocs for the September 21<sup>st</sup> agenda. Katie and Kate will receive a copy of these with the board mail on 9/16. Unredacted copies will be emailed to the remaining 8 board members. For the members that receive hard copies, the unredacted minutes will be placed in sealed addressed envelopes to ensure they are placed in the correct large envelopes with the agenda.

*Nancy*

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 1:32 PM  
**To:** Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>  
**Cc:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Subject:** Re: Closed session minutes

adding Chrissy here also as this one has some sensitive items.....

reminder about redactions on this for board member K. Fabiano.

Dr. Adam Layman present for all.

Matters protected by attorney / client privilege.

1. [REDACTED]

[REDACTED]

2. [REDACTED]

3. [REDACTED]

4. [REDACTED]

5. Discussion concerning hiring procedures for new Business Administrator

Since the board voted to accept the resignation of the Business Administrator, the position is vacant and should be posted immediately. The board discussed with Mr. Gagliardi [REDACTED]. It was determined the position would be posted and resumes harvested and brought by the Superintendent to the personnel committee for input. Interviews would not include board member participation.

---

**From:** Nancy Tagliaferro <[Nancy.Tagliaferro@Monroe.K12.NJ.US](mailto:Nancy.Tagliaferro@Monroe.K12.NJ.US)>

**Sent:** Thursday, August 18, 2022 12:36 PM

**To:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>

**Subject:** Closed session minutes

Karen,

Please provide a statement for the attached closed session meeting minutes.

Thank you,

*Nancy*

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/23/2022 10:27:58 PM  
**To:** Karen.Bierman@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us;  
Michele.Arminio@Monroe.K12.NJ.US; Ken.Chiarella@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us;  
Katie.Fabiano@monroe.k12.nj.us  
**Cc:** VAGagliardi@pbnlaw.com  
**Subject:** Ethics Complaint Dismissed  
**Attachments:** C50-22 - K Fabiano vs SkurbeDecision.pdf

---

FOR INFORMATION PURPOSES ONLY

(Do not reply to all)

[REDACTED]

Have a great evening.

Chrissy

**From:** Reeshemah.Zielinski@Monroe.K12.NJ.US  
**Sent time:** 08/17/2022 02:03:05 PM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Michele.Arminio@Monroe.K12.NJ.US; mscott@jamesburg.org  
**Cc:** Chari.Chanley@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Subject:** Revised Board Agenda  
**Attachments:** Revised Board Agenda.pdf

---

Good afternoon,

Attached please find the revised board agenda. Turnitin has been removed from Board Action 10 member vote.

*Reeshemah Zielinski  
Confidential Secretary to the Superintendent  
Monroe Township Schools  
423 Buckelew Ave  
Monroe Township, NJ 08831  
Phone: 732-521-1500 ext 5224  
Fax: 732-521-2719*

**From:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Sent time:** 08/09/2022 08:23:21 AM  
**To:** Karen.Bierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US  
**Cc:** Reeshemah.Zielinski@Monroe.K12.NJ.US  
**Subject:** Bill List - Finance Mtg.  
**Attachments:** Bill List.pdf

---

The attached Bill List was added to the finance committee meeting agenda which initiated the BoardDocs notification.

*Nancy*

**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/19/2022 12:51:13 PM  
**To:** Adam.Layman@Monroe.K12.NJ.US; Chrissy.Skurbe@monroe.k12.nj.us  
**Cc:** Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

---

Thank you.  
When can we expect the eteamsponsor.com link to be severed?  
Currently, it is still active.

Thanks,  
karen

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 9:43 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!  
Adam

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,

We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games. Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

**Dr. Kevin G. Higgins**  
Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <[adam.layman@monroe.k12.nj.us](mailto:adam.layman@monroe.k12.nj.us)> wrote:

Good Afternoon,

I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.

Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com

 Share

Donate

Donate Now!



How to Mail Your Check

Campaign

Team

A message from Monroe Township

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



2022 Monroe Township...  
org.eteamsponsor.com



Share

Donate

A message from Monroe Township  
HS Football Program

## **HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Adam.Layman@Monroe.K12.NJ.US  
**Sent time:** 08/23/2022 05:13:55 PM  
**To:** Karen.Bierman@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us  
**Cc:** Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us  
**Subject:** RE: Sports Team Fundraising

---

Good Evening,  
I was just updated that the student's names are now removed and wording is updated to reflect that it is a Touchdown Club fundraiser. Any existing link is routed to the Touchdown Club fundraiser.  
Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 3:03 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you. I see the message about the challenge being "complete". I guess I'm still struggling with having all the children listed and the amounts for each one showing; but I will take progress vs. perfection here.

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 2:59 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Cc:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Hi Karen -

I saw the same posts earlier today and I clicked the link and realized that there is no longer an option to donate. The message was changed and no longer reflects needing equipment. However, it still says it's an MTHS Football Fundraiser, when in fact it is a MTHS Touchdown Club fundraiser which supports MTHS Football. The money as I understand does not go to the school for the team but rather to the Touchdown Club to decide what to use it for. If you look at links to each participant, you will also see the coach listed and to date he's raised over \$5,500 under his name. As stated in both the Curriculum/co-curricular/athletic committee and Buildings grounds and transportation committee, there needs to be procedure, policies and protocols explained in detail for all staff to understand regarding fundraisers and the relationship the district has with parent groups to ensure everyone is on the same page and we don't end up in another situation like with the Booster Club. As such, can the Board be updated at the next BGT committee how the district is handling the snack shack going forward. That has been a huge issue for years among the different parent groups for fall sports and there needs to be clarity once and for all what the details are to secure the building use, which by policy should be done by facilities and not school administration. I've added Mr Chiarella to this as he's the chair for BGT.

Thank you.

Chrissy

On Aug 23, 2022, at 2:22 PM, Karen Bierman <Karen.Bierman@monroe.k12.nj.us> wrote:

The links are still active.

I am still seeing circulation of it on Facebook among the families of teammates to the community, etc.

It doesn't seem like it would take three business days or more to unwind this.

What is happening with the monies continually being collected by a fundraiser that isn't approved and is against district policy?

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 3:21 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Afternoon,

The update I just received is that the company had been contacted and the request has been made to them to deactivate the links. As other updates come in I will share them out.

Have a great weekend,

Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 12:51 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you.

When can we expect the eteamsponsor.com link to be severed?

Currently, it is still active.

---

Thanks,  
karen

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 9:43 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!

Adam

---

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,

We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games. Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

**Dr. Kevin G. Higgins**

Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <[adam.layman@monroe.k12.nj.us](mailto:adam.layman@monroe.k12.nj.us)> wrote:

Good Afternoon,  
I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.  
Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy



Share

Donate

**Donate Now!**



How to Mail Your Check

Campaign

Team

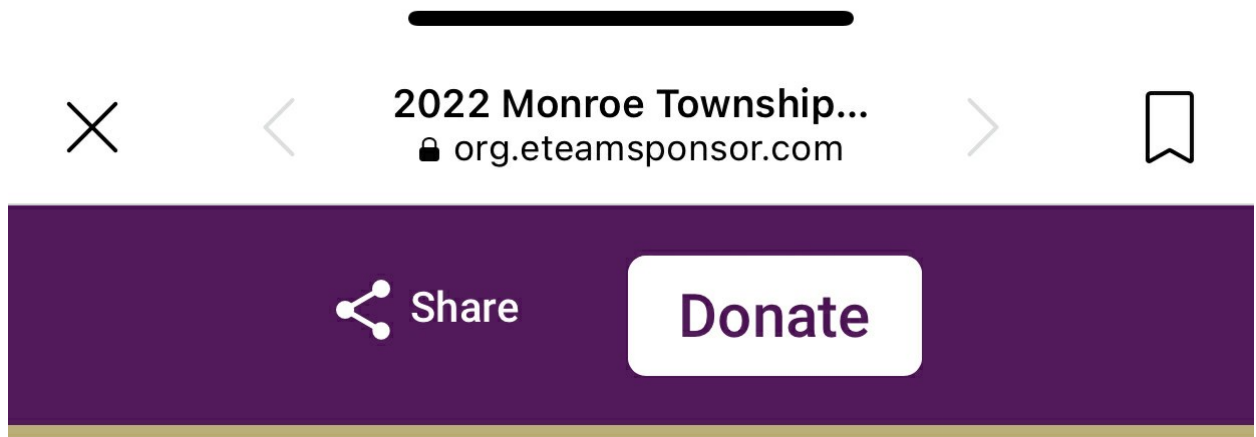
## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS**

# Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/18/2022 01:57:24 PM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US  
**Cc:** Kathleen.Belko@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

Also - this is IN ADDITION to the usual gold card fundraiser which the children are told is mandatory and given high expectations to sell in a saturated marketplace and made to feel they are not "part of the team" if not able to meet certain thresholds.

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expense being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com



Share

Donate

Donate Now!



How to Mail Your Check

Campaign

Team

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



2022 Monroe Township...  
org.eteamsponsor.com



Share

Donate

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**



**From:** Adam.Layman@Monroe.K12.NJ.US  
**Sent time:** 08/19/2022 03:21:28 PM  
**To:** Karen.Bierman@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us  
**Cc:** Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us  
**Subject:** RE: Sports Team Fundraising

---

Good Afternoon,  
The update I just received is that the company had been contacted and the request has been made to them to deactivate the links. As other updates come in I will share them out.  
Have a great weekend,  
Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 12:51 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you.  
When can we expect the eteamsponsor.com link to be severed?  
Currently, it is still active.

Thanks,  
karen

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 9:43 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!  
Adam

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,  
We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games. Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

**Dr. Kevin G. Higgins**  
Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <adam.layman@monroe.k12.nj.us> wrote:

Good Afternoon,  
I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had

not gone through the proper approval process where it would have been identified.  
Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com



Donate

Donate Now!



How to Mail Your Check

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



2022 Monroe Township...  
org.eteamsponsor.com



Share

Donate

---

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent time:** 09/08/2022 11:20:24 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** [External Email]RE: [External Email]C85-22

---

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, September 8, 2022 11:17 AM  
**To:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Fwd: [External Email]C85-22

**EXTERNAL MESSAGE**

---

[REDACTED]

Begin forwarded message:

**From:** "Silvestro, Mary" <[Mary.Silvestro@doe.nj.gov](mailto:Mary.Silvestro@doe.nj.gov)>  
**Date:** September 8, 2022 at 11:13:27 AM EDT  
**To:** [brian@aloialawfirm.com](mailto:brian@aloialawfirm.com), Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>, Ken Chiarella <[ken.chiarella@monroe.k12.nj.us](mailto:ken.chiarella@monroe.k12.nj.us)>, Gazala Bohra <[Gazala.Bohra@monroe.k12.nj.us](mailto:Gazala.Bohra@monroe.k12.nj.us)>  
**Subject:** [External Email]C85-22

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Respondents:

Attached hereto please find correspondence from the School Ethics Commission (Commission) in connection with the above-referenced matter. Complainant's **Amended Complaint** is also attached hereto, and this email transmission **shall constitute service of process by the Commission**. If you have any difficulty receiving or opening the attached documents, please advise ASAP.

Please feel free to contact me if you have any questions.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: [mary.silvestro@doe.nj.gov](mailto:mary.silvestro@doe.nj.gov)

CONFIDENTIALITY NOTICE: The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**

Principal

[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)

Phone: (973) 889-4151

[vCard](#) | [CV](#)

**PORZIO**

**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Sent time:** 09/16/2022 09:16:32 AM  
**To:** Michele.Arminio@Monroe.K12.NJ.US; Karen.Bierman@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us;  
Ken.Chiarella@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us;  
Michelle.Scott@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us  
**Subject:** Closed session meeting minutes  
**Attachments:** Draft 08.17.22 Closed Session Minutes.pdf

---

Good morning,

Attached please find the closed session minutes for the August 17<sup>th</sup> meeting, which you will be asked to approve at the September 21<sup>st</sup> meeting. **This copy is being presented to the nine members that are not conflicted and will be filed with the Official Minute Book.**

A redacted copy will be placed in BoardDocs and provided to Ms. Fabiano.

Thank you ~ Have a great weekend.

*Nancy*

**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/18/2022 02:04:03 PM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US  
**Cc:** Kathleen.Belko@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↖

◀ Search



🔒 org.eteamsponsor.com



Share

Donate

Donate Now!



How to Mail Your Check

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



2022 Monroe Township...  
org.eteamsponsor.com



Share

Donate

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football**

# Activities



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**



**From:** Adam.Layman@Monroe.K12.NJ.US  
**Sent time:** 08/18/2022 02:46:21 PM  
**To:** Karen.Bierman@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US  
**Cc:** Kathleen.Belko@monroe.k12.nj.us  
**Subject:** RE: Sports Team Fundraising

Good Afternoon,  
I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.  
Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com

 Share

Donate

Donate Now!



How to Mail Your Check

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



Share

Donate

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and

Improve our Monroe Township HS Football!

## Monroe Township HS Football

### Activities



### 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/23/2022 03:03:03 PM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us  
**Cc:** Adam.Layman@Monroe.K12.NJ.US; Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

Thank you. I see the message about the challenge being "complete". I guess I'm still struggling with having all the children listed and the amounts for each one showing; but I will take progress vs. perfection here.

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Tuesday, August 23, 2022 2:59 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Cc:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Hi Karen -

I saw the same posts earlier today and I clicked the link and realized that there is no longer an option to donate. The message was changed and no longer reflects needing equipment. However, it still says it's an MTHS Football Fundraiser, when in fact it is a MTHS Touchdown Club fundraiser which supports MTHS Football. The money as I understand does not go to the school for the team but rather to the Touchdown Club to decide what to use it for. If you look at links to each participant, you will also see the coach listed and to date he's raised over \$5,500 under his name. As stated in both the Curriculum/co-curricular/athletic committee and Buildings grounds and transportation committee, there needs to be procedure, policies and protocols explained in detail for all staff to understand regarding fundraisers and the relationship the district has with parent groups to ensure everyone is on the same page and we don't end up in another situation like with the Booster Club. As such, can the Board be updated at the next BGT committee how the district is handling the snack shack going forward. That has been a huge issue for years among the different parent groups for fall sports and there needs to be clarity once and for all what the details are to secure the building use, which by policy should be done by facilities and not school administration. I've added Mr Chiarella to this as he's the chair for BGT.

Thank you.

Chrissy

On Aug 23, 2022, at 2:22 PM, Karen Bierman <Karen.Bierman@monroe.k12.nj.us> wrote:

The links are still active.

I am still seeing circulation of it on Facebook among the families of teammates to the community, etc.

It doesn't seem like it would take three business days or more to unwind this.

What is happening with the monies continually being collected by a fundraiser that isn't approved and is against district policy?

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 3:21 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Afternoon,

The update I just received is that the company had been contacted and the request has been made to them to deactivate the links. As other updates come in I will share them out.

Have a great weekend,

Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 12:51 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you.

When can we expect the eteamsponsor.com link to be severed?

Currently, it is still active.

Thanks,  
karen

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 9:43 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!  
Adam

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,

We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games.

Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

**Dr. Kevin G. Higgins**  
Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <[adam.layman@monroe.k12.nj.us](mailto:adam.layman@monroe.k12.nj.us)> wrote:

Good Afternoon,  
I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.  
Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↖  
◀ Search



🔒 org.eteamsponsor.com



Donate

**Donate Now!**



How to Mail Your Check

Campaign

Team

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses

required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



2022 Monroe Township...  
org.eteamsponsor.com



Share

Donate

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and

awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent time:** 09/08/2022 11:55:27 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** [External Email]RE: [External Email]RE: [External Email]C85-22

---

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, September 8, 2022 11:50 AM  
**To:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Cc:** Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Re: [External Email]RE: [External Email]C85-22

**EXTERNAL MESSAGE**

[REDACTED]

On Sep 8, 2022, at 11:20 AM, Gagliardi, Vito A. <[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)> wrote:

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

[REDACTED]

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, September 8, 2022 11:17 AM  
**To:** Gagliardi, Vito A. <[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)>; Ken Chiarella <[Ken.Chiarella@monroe.k12.nj.us](mailto:Ken.Chiarella@monroe.k12.nj.us)>; Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Subject:** Fwd: [External Email]C85-22

**EXTERNAL MESSAGE**

[REDACTED]

Begin forwarded message:

**From:** "Silvestro, Mary" <[Mary.Silvestro@doe.nj.gov](mailto:Mary.Silvestro@doe.nj.gov)>  
**Date:** September 8, 2022 at 11:13:27 AM EDT  
**To:** [brian@aloialawfirm.com](mailto:brian@aloialawfirm.com), Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>, Ken Chiarella <[ken.chiarella@monroe.k12.nj.us](mailto:ken.chiarella@monroe.k12.nj.us)>, Gazala Bohra <[Gazala.Bohra@monroe.k12.nj.us](mailto:Gazala.Bohra@monroe.k12.nj.us)>  
**Subject:** [External Email]C85-22

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless**

Monroe Township IT Department

Respondents:

Attached hereto please find correspondence from the School Ethics Commission (Commission) in connection with the above-referenced matter. Complainant's **Amended Complaint** is also attached hereto, and this email transmission **shall constitute service of process by the Commission**. If you have any difficulty receiving or opening the attached documents, please advise ASAP.

Please feel free to contact me if you have any questions.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: [mary.silvestro@doe.nj.gov](mailto:mary.silvestro@doe.nj.gov)

CONFIDENTIALITY NOTICE: The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**

Principal  
[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)  
Phone: (973) 889-4151  
[vCard](#) | [CV](#)

**PORZIO**  
**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997  
Morristown, NJ 07962-1997  
[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/18/2022 01:52:19 PM  
**To:** Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US  
**Cc:** Karen.Bierman@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com



Share

Donate

Donate Now!



How to Mail Your Check

Campaign

Team

A message from Monroe Township  
HS Football Program

## HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



2022 Monroe Township...  
org.eteamsponsor.com



Share

Donate

**A message from Monroe Township  
HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## **Monroe Township HS Football Activities**



## 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**



**From:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Sent time:** 09/08/2022 11:20:24 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** [External Email]RE: [External Email]C85-22

---

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, September 8, 2022 11:17 AM  
**To:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Fwd: [External Email]C85-22

**EXTERNAL MESSAGE**

---

[REDACTED]

Begin forwarded message:

**From:** "Silvestro, Mary" <[Mary.Silvestro@doe.nj.gov](mailto:Mary.Silvestro@doe.nj.gov)>  
**Date:** September 8, 2022 at 11:13:27 AM EDT  
**To:** [brian@aloialawfirm.com](mailto:brian@aloialawfirm.com), Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>, Ken Chiarella <[ken.chiarella@monroe.k12.nj.us](mailto:ken.chiarella@monroe.k12.nj.us)>, Gazala Bohra <[Gazala.Bohra@monroe.k12.nj.us](mailto:Gazala.Bohra@monroe.k12.nj.us)>  
**Subject:** [External Email]C85-22

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Respondents:

Attached hereto please find correspondence from the School Ethics Commission (Commission) in connection with the above-referenced matter. Complainant's **Amended Complaint** is also attached hereto, and this email transmission **shall constitute service of process by the Commission**. If you have any difficulty receiving or opening the attached documents, please advise ASAP.

Please feel free to contact me if you have any questions.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: [mary.silvestro@doe.nj.gov](mailto:mary.silvestro@doe.nj.gov)

CONFIDENTIALITY NOTICE: The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**

Principal

[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)

Phone: (973) 889-4151

[vCard](#) | [CV](#)

**PORZIO**

**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 09/08/2022 11:50:11 AM  
**To:** VAGagliardi@pbnlaw.com  
**Cc:** Ken.Chiarella@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us  
**Subject:** Re: [External Email]RE: [External Email]C85-22

---

On Sep 8, 2022, at 11:20 AM, Gagliardi, Vito A. <VAGagliardi@pbnlaw.com> wrote:

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

[REDACTED]

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, September 8, 2022 11:17 AM  
**To:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Subject:** Fwd: [External Email]C85-22

**EXTERNAL MESSAGE**

---

Begin forwarded message:

**From:** "Silvestro, Mary" <[Mary.Silvestro@doe.nj.gov](mailto:Mary.Silvestro@doe.nj.gov)>  
**Date:** September 8, 2022 at 11:13:27 AM EDT  
**To:** [brian@aloialawfirm.com](mailto:brian@aloialawfirm.com), Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>, Ken Chiarella <[ken.chiarella@monroe.k12.nj.us](mailto:ken.chiarella@monroe.k12.nj.us)>, Gazala Bohra <[Gazala.Bohra@monroe.k12.nj.us](mailto:Gazala.Bohra@monroe.k12.nj.us)>  
**Subject:** [External Email]C85-22

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Respondents:

Attached hereto please find correspondence from the School Ethics Commission (Commission) in connection with the above-referenced matter. Complainant's **Amended Complaint** is also attached hereto, and this email transmission **shall constitute service of process by the Commission**. If you have any difficulty receiving or opening the attached documents, please advise ASAP.

Please feel free to contact me if you have any questions.

*Mary Silvestro*  
New Jersey Department of Education  
Office of School Ethics and Legal Affairs

Phone: 609-376-9115  
Fax: 609-633-0279  
Email: [mary.silvestro@doe.nj.gov](mailto:mary.silvestro@doe.nj.gov)

CONFIDENTIALITY NOTICE: The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**Vito A. Gagliardi, Jr., Esq.**

Principal

[VAGagliardi@pbnlaw.com](mailto:VAGagliardi@pbnlaw.com)

Phone: (973) 889-4151

[vCard](#) | [CV](#)

**PORZIO**  
**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/18/2022 06:02:10 PM  
**To:** Adam.Layman@Monroe.K12.NJ.US  
**Cc:** Karen.Bierman@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <adam.layman@monroe.k12.nj.us> wrote:

Good Afternoon,

I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.

Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expense being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗  
◀ Search



🔒 org.eteamsponsor.com

🔗 Share

Donate

Donate Now!



How to Mail Your Check

Campaign

Team

---

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



Share

Donate

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

## Monroe Township HS Football Activities



### 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Reeshemah.Zielinski@Monroe.K12.NJ.US  
**Sent time:** 08/17/2022 03:34:46 PM  
**To:** Chrissy.Skurbe@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; Michele.Arminio@Monroe.K12.NJ.US; mscott@jamesburg.org  
**Cc:** Chari.Chanley@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Subject:** RE: Revised Board Agenda  
**Attachments:** Revised Board Agenda.pdf

---

Attached please find the revised agenda to include Michael Gorski's resignation.

---

**From:** Reeshemah Zielinski  
**Sent:** Wednesday, August 17, 2022 2:03 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Ken Chiarella <Ken.Chiarella@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Adi Nikitinsky <Adi.Nikitinsky@monroe.k12.nj.us>; Michele Arminio <Michele.Arminio@Monroe.K12.NJ.US>; mscott@jamesburg.org  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>  
**Subject:** Revised Board Agenda

Good afternoon,

Attached please find the revised board agenda. Turnitin has been removed from Board Action 10 member vote.

*Reeshemah Zielinski*  
*Confidential Secretary to the Superintendent*  
*Monroe Township Schools*  
*423 Buckelew Ave*  
*Monroe Township, NJ 08831*  
*Phone: 732-521-1500 ext 5224*  
*Fax: 732-521-2719*

**From:** Ken Chiarella <monroefarmer@yahoo.com>  
**Sent time:** 09/07/2022 10:15:11 AM  
**To:** sdalina@monroetwp.com; mcohen@monroetwp.com; tvandzura@monroetwp.com; rsiegel@monroetwp.com; cdipierro@monroetwp.com; Chrissy Skurbe <chrissy.skurbe@monroe.k12.nj.us>; Karen Bierman <karen.bierman@monroe.k12.nj.us>; Leslie Koppel <runmom08831@gmail.com>; Ken Chiarella <kennychiarella@gmail.com>  
**Cc:** Chari Chanley <chari.chanley@monroe.k12.nj.us>  
**Subject:** [External Email]Good Morning!!!

You don't often get email from monroefarmer@yahoo.com. [Learn why this is important](#)

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Please take the time to really read this news article. Please let it sink in. Please read the except below as well.

What you did to Chari Chanley is disgusting. The continued attacks, while lauding people who are filled with hate is as disgusting as all of your are.

I am promising that I will be outing this team regularly going forward. There won't be any "secrets". People will know about your family connections, how you got your jobs, your abuse of the public trust and more... Stay tuned!!!

Rupa was a perfect addition to your cesspool!

PS, I am speaking for myself and not for the Board of Education of Monroe. I will be speaking for myself in January as well. I look forward to publicly outing each and everyone of the fine citizens who are as corrupt as they come. :-)  
Ken



 **my central jersey** 

[Subscribe](#) [Sign In](#)

originating in Monroe.

"The commission reminds all members of the public that the commission is not a medium through which vendettas, quarrels, grudges and sour grapes are to be filed," the commission wrote. "The filing of complaints which are designed solely to 'settle the score' unnecessarily delay the processing of other complaints which concern behavior and conduct that may actually violate" the law

violate the law.

*Email: [mdeak@mycentraljersey.com](mailto:mdeak@mycentraljersey.com)*

*Mike Deak is a reporter for mycentraljersey.com. To get unlimited access to his articles on Somerset and Hunterdon counties, please subscribe or activate your digital account.*

 **Related for Subscribers**

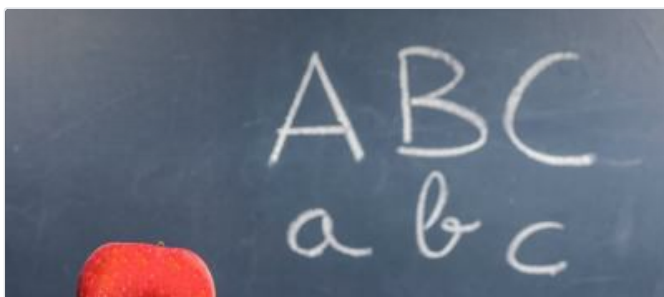


**Limited articles remaining**  
\$9.99 for 1 Year.

**Subscribe**

 mycentraljersey.com

[NJ tosses ethics charges against Monroe school board members](#)



**NJ tosses ethics charges against Monroe school board members**

The NJ School Ethics Commission has voted to dismiss allegations that two township Board of Education members vi...

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 09/08/2022 11:17:28 AM  
**To:** VAGagliardi@pbnlaw.com; Ken.Chiarella@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us  
**Subject:** Fwd: [External Email]C85-22  
**Attachments:** C85-22- Acknowledgement Ltr - Complaint.pdf C85-22 Complaint.pdf

---

Begin forwarded message:

**From:** "Silvestro, Mary" <Mary.Silvestro@doe.nj.gov>  
**Date:** September 8, 2022 at 11:13:27 AM EDT  
**To:** brian@aloialawfirm.com, Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>, Ken Chiarella <ken.chiarella@monroe.k12.nj.us>, Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>  
**Subject:** [External Email]C85-22

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Respondents:

Attached hereto please find correspondence from the School Ethics Commission (Commission) in connection with the above-referenced matter. Complainant's **Amended Complaint** is also attached hereto, and this email transmission **shall constitute service of process by the Commission**. If you have any difficulty receiving or opening the attached documents, please advise ASAP.

Please feel free to contact me if you have any questions.

*Mary Silvestro*

New Jersey Department of Education  
Office of School Ethics and Legal Affairs  
Phone: 609-376-9115  
Fax: 609-633-0279  
Email: mary.silvestro@doe.nj.gov

**CONFIDENTIALITY NOTICE:** The information contained in this communication from the New Jersey Department of Education is privileged and confidential and is intended for the sole use of the persons or entities who are the addressees. If you are not an intended recipient of this email, the dissemination, distribution, copying or use of the information it contains is strictly prohibited. If you have received this communication in error, please immediately contact the New Jersey Department of Education at (609) 376-3500 to arrange for the return of this information.

**From:** Karen.Bierman@monroe.k12.nj.us  
**Sent time:** 08/23/2022 02:22:37 PM  
**To:** Adam.Layman@Monroe.K12.NJ.US; Chrissy.Skurbe@monroe.k12.nj.us  
**Cc:** Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

---

The links are still active.  
I am still seeing circulation of it on Facebook among the families of teammates to the community, etc.  
It doesn't seem like it would take three business days or more to unwind this.  
What is happening with the monies continually being collected by a fundraiser that isn't approved and is against district policy?

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 3:21 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Afternoon,  
The update I just received is that the company had been contacted and the request has been made to them to deactivate the links. As other updates come in I will share them out.  
Have a great weekend,  
Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 12:51 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you.  
When can we expect the eteamsponsor.com link to be severed?  
Currently, it is still active.

Thanks,  
karen

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 9:43 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!  
Adam

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,  
We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games. Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

**Dr. Kevin G. Higgins**  
Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a

message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <[adam.layman@monroe.k12.nj.us](mailto:adam.layman@monroe.k12.nj.us)> wrote:

Good Afternoon,

I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.

Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>

**Sent:** Thursday, August 18, 2022 2:04 PM

**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>

**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>

**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>

**Sent:** Thursday, August 18, 2022 1:52 PM

**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>

**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>

**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗

◀ Search



🔒 org.eteamsponsor.com



Share

Donate

Donate Now!



How to Mail Your Check

## A message from Monroe Township HS Football Program

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## Needs of the Monroe Township HS Football Program

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.





Share

**Donate**

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and improve our Monroe Township HS Football!

# Monroe Township HS Football

## Activities



### 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**





**From:** Nancy.Tagliaferro@Monroe.K12.NJ.US  
**Sent time:** 08/16/2022 02:56:01 PM  
**To:** Michele.Arminio@Monroe.K12.NJ.US; Karen.Bierman@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Ken.Charella@monroe.k12.nj.us; Adi.Nikitinsky@monroe.k12.nj.us; mscott@jamesburg.org; Chrissy.Skurbe@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us  
**Cc:** Reeshemah.Zielinski@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Chari.Chanley@Monroe.K12.NJ.US  
**Subject:** Revised agenda  
**Attachments:** A. Hanneken resume.pdf ESEA Application 2023.pdf 2021\_22 Grant Staff and Salaries Charged.pdf Addendum to Bill List.pdf Revised Agenda for August 17, 2022.pdf

---

Good afternoon,

The following changes have been made to the 08/17/22 boe meeting agenda:

### **Superintendent's Report 10 member vote**

AG. \*It is recommended by the Superintendent of Schools that the Board approve the following certificated staff at the following step on guide:

Arielle Klein's name was change to Arielle Siegel

### **Superintendent's Report 9 member vote – additions**

BS. It is recommended by the Superintendent of Schools that the Board approve a change in start date of **Dr. Orsolina Cetta**, Principal at Woodland School, at a salary of \$133,000.00, plus \$5,750 for a doctoral differential prorated effective August 23, 2022 through June 30, 2023. (account no. 11-000-240-103-000-030)

BT. It is recommended by the Superintendent of Schools that the Board approve the following new certificated staff at the following step on guide (pending satisfactory completion of pre-employment requirements):

#14. Anastasia Hanneken – Media Specialist at Applegarth

#11. Taylor Bell – end date was added 03/31/23

BV. It is recommended by the Superintendent of Schools that the Board approve the following non-certificated staff on the following guides (\*pending satisfactory completion of pre-employment requirements):

Linda Marcano, paraprofessional at Mill Lake was removed.

### **Acting Business Administrator's Report - 10 member vote**

The following two resolutions were revised to include additional information. Additional wording is in bold text and the supporting documents are attached:

#### **B. \* BILL LIST**

It is recommended that the bills totaling \$12,347,507.26 be ratified by the Board. The bills have been reviewed and certified by the Chairperson of the Finance Committee and Acting Business Administrator. **It is further recommended that the previously submitted Addendum to the Bill List totaling \$550,354.87 be ratified by the Board.**

#### **F. \* SPECIAL REVENUE FUNDS**

It is recommended that members of the Monroe Township Board of Education formally approve the 2022/23 IDEA Grant Application for the following special revenue program:

IDEA Part B Basic, in the amount of \$1,270,139.00

IDEA Preschool, in the amount of 55,261.00

**It is recommended that members of the Monroe Township Board of Education formally approve the 2022/23 ESEA Grant Application for the following special revenue program:**

**ESEA Title I, Part A, in the amount of \$151,842**

**ESEA Title II, Part A, in the amount of \$70,669**

**ESEA Title III, in the amount of \$23,713**  
**ESEA Title III Immigrant in the amount of \$8,985**  
**ESEA Title IV, Part A, in the amount of \$12,862**

**It is recommended that members of the Monroe Township Board of Education formally approve the 2021/22 staff and salaries charged for the following special revenue grants:**

**ESEA Title I, Part A,**  
**ESEA Title II, Part A**  
**ESEA Title III,**  
**ESEA Title IV, Part A**  
**IDEA Preschool**  
**ARP IDEA Preschool**  
**Middle Grades Career Awareness and Exploration**  
**CRRSA Learning Acceleration**  
**CRRSA Mental Health**  
**CRRSA ESSER II**  
**ARP ESSER III**  
**ACSERS**

**(IDEA - Individuals with Disabilities Education Act) (ESEA - Elementary and Secondary Education Act) (ARP - American Rescue Plan)**  
**(CRRSA - Coronavirus Response and Relief Supplemental Appropriations) (ESSER - Elementary and Secondary School Emergency Relief) (ACSERS – Additional or Compensatory Special Education and Related Services)**

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 09/13/2022 05:17:23 PM  
**To:** Karen.Bierman@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us  
**Subject:** SUBJECT TO ATTORNEY-CLIENT PRIVILEGE)  
**Attachments:** Monroe Tp. BOE ([REDACTED]) -- DRAFT [REDACTED](7079810.1)(7086971.1).docx

---

Attached is the document as discussed in closed session.

---

**From:** Bauch, Richard H. <RHBauch@pbnlaw.com>  
**Sent:** Tuesday, September 13, 2022 5:04 PM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>  
**Subject:** [External Email]Monroe Tp. BOE ([REDACTED]) -- DRAFT [REDACTED](7079810.1)(7086971.1) (SUBJECT TO ATTORNEY-CLIENT PRIVILEGE)

**CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Monroe Township IT Department

Chrissy:

[REDACTED]

Best regards,  
Rich

**Richard H. Bauch, Esq.**

Of Counsel

[RHBauch@pbnlaw.com](mailto:RHBauch@pbnlaw.com)

Phone: (973) 889-4045

Mobile: (201) 306-6070

[vCard](#) | [CV](#)

**PORZIO**  
**Bromberg & Newman**

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

[www.pbnlaw.com](http://www.pbnlaw.com)

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

**From:** Chrissy.Skurbe@monroe.k12.nj.us  
**Sent time:** 08/23/2022 02:59:57 PM  
**To:** Karen.Bierman@monroe.k12.nj.us  
**Cc:** Adam.Layman@Monroe.K12.NJ.US; Chari.Chanley@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us; Ken.Chiarella@monroe.k12.nj.us  
**Subject:** Re: Sports Team Fundraising

---

Hi Karen -

I saw the same posts earlier today and I clicked the link and realized that there is no longer an option to donate. The message was changed and no longer reflects needing equipment. However, it still says it's an MTHS Football Fundraiser, when in fact is a MTHS Touchdown Club fundraiser which supports MTHS Football. The money as I understand does not go to the school for the team but rather to the Touchdown Club to decide what to use it for. If you look at links to each participant, you will also see the coach listed and to date he's raised over \$5,500 under his name. As stated in both the Curriculum/co-curricular/athletic committee and Buildings grounds and transportation committee, there needs to be procedure, policies and protocols explained in detail for all staff to understand regarding fundraisers and the relationship the district has with parent groups to ensure everyone is on the same page and we don't end up in another situation like with the Booster Club. As such, can the Board be updated at the next BGT committee how the district is handling the snack shack going forward. That has been a huge issue for years among the different parent groups for fall sports and there needs to be clarity once and for all what the details are to secure the building use, which by policy should be done by facilities and not school administration. I've added Mr Chiarella to this as he's the chair for BGT.

Thank you.

Chrissy

On Aug 23, 2022, at 2:22 PM, Karen Bierman <Karen.Bierman@monroe.k12.nj.us> wrote:

The links are still active.

I am still seeing circulation of it on Facebook among the families of teammates to the community, etc.

It doesn't seem like it would take three business days or more to unwind this.

What is happening with the monies continually being collected by a fundraiser that isn't approved and is against district policy?

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 3:21 PM  
**To:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Afternoon,

The update I just received is that the company had been contacted and the request has been made to them to deactivate the links. As other updates come in I will share them out.

Have a great weekend,

Adam

---

**From:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>  
**Sent:** Friday, August 19, 2022 12:51 PM  
**To:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** Re: Sports Team Fundraising

Thank you.

When can we expect the eteamsponsor.com link to be severed?

Currently, it is still active.

Thanks,  
karen

---

**From:** Adam Layman <Adam.Layman@Monroe.K12.NJ.US>  
**Sent:** Friday, August 19, 2022 9:43 AM  
**To:** Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>  
**Cc:** Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>  
**Subject:** RE: Sports Team Fundraising

Good Morning,

Ms. Skurbe those were the exact topics we discussed yesterday. Dr. Higgins shared information about the approval process as well as how it creates a separation between the "team" fundraising and an "organization" that supports a team fundraising. I have enclosed his summary below.

Have a nice weekend!  
Adam

Good Morning,

As per the conversations yesterday with Dr. Layman and Mr. Dowling,

We were made aware that the touchdown club was hosting two fundraisers in conjunction with the Monroe Township High School Football Team. Neither fundraiser was submitted for approval through the district process. Mr. Dowling contacted Coach Lee the head football coach and Mrs. Chaves the chairperson of the touchdown club. The two fundraisers have been part of their process for more than 10 years but were in violation of new protocols put in place last school year.

As these fundraisers are through the touchdown club, they are not subject to the approval of the school district, however since they involved the student-athletes themselves raising funds, they are subject to district approval. The Touchdown Club was instructed to cease any fundraising that involved student-athletes of Monroe Township High School. Additionally, Any fundraiser that includes "e-fundraising" by student-athletes will not be approved by the school or district.

The football team will be submitting a fundraising application for one fundraising opportunity that involved purchasing coupons for local retail and convenience stores, but not for the "e-fundraising" event. The Touchdown Club was informed that if they choose to fundraise through their organization, they can not use the student-athletes to do so. This creates a proper separation between the team and the organization that supports the team.

There was an additional question about what the funds are being raised for. It was opined that the money was going towards equipment and apparel needed but not supplied by the school. This is not true. Any fundraising by the student, or donated by the touchdown club will go to items in excess of what is needed and provided by the district. These items include "spirit wear", additional sweatshirts, and sweat pants for students to wear before and after games. Fundraising also goes to team meals before games and an awards banquet at the end of the year. The Touchdown Club also donates luxury items for the football team's use. As an example, they recently donated a drone for the team to film practices and scrimmages allowing for better learning opportunities.

After working through this situation yesterday, I believe we all have a better feel for the new process and protocols for fundraising for athletics and extra-curricular groups. The new process is appropriate and beneficial to the student-athletes while not showing impropriety. Mr. Dowling and I will work on a more efficient way of approving the fundraising opportunities through the school and share that with you when it is complete.

Thank you,

Dr. Kevin G. Higgins  
Principal  
Monroe Township High School  
200 Schoolhouse Rd.  
Monroe Township, NJ 08831  
(732).521.2882

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 6:02 PM  
**To:** Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Thank you Dr Layman.

This brings up a bigger issue that again needs to be addressed by administration. Outside organizations can do any fundraiser that they want. It's a concern when they portray it as a district fundraiser with a message from the coach and use the official logo. Nowhere on that fundraiser did it state that the money was going to the Touchdown Club. It doesn't seem right that by an outside group can put mandates on a student athlete to sell a certain amount.

On Aug 18, 2022, at 2:46 PM, Adam Layman <[adam.layman@monroe.k12.nj.us](mailto:adam.layman@monroe.k12.nj.us)> wrote:

Good Afternoon,  
I have confirmed that the Monroe Football program has the equipment and gear it needs to operate. The fundraisers are being run by the Touchdown Club. The athletic director has reached out to the Touchdown Club to stop the "eteamsponsor" online fundraising as it is similar to what has been previously been determined to be an inappropriate form a fundraising. This fundraiser had not gone through the proper approval process where it would have been identified.  
Adam

---

**From:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 2:04 PM  
**To:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>; Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Re: Sports Team Fundraising

Further, what I find most offensive about it - All the children are exposed on the list of "meet the team" and can be clicked on to see how much each individual child has raised.

It doesn't seem right.

It doesn't seem ok.

It creates a divisive and unnecessarily competitive environment over funding that children should not be a part of.

My opinion as both a board member and a parent.

---

**From:** Chrissy Skurbe <[Chrissy.Skurbe@monroe.k12.nj.us](mailto:Chrissy.Skurbe@monroe.k12.nj.us)>  
**Sent:** Thursday, August 18, 2022 1:52 PM  
**To:** Chari Chanley <[Chari.Chanley@Monroe.K12.NJ.US](mailto:Chari.Chanley@Monroe.K12.NJ.US)>; Adam Layman <[Adam.Layman@Monroe.K12.NJ.US](mailto:Adam.Layman@Monroe.K12.NJ.US)>  
**Cc:** Karen Bierman <[Karen.Bierman@monroe.k12.nj.us](mailto:Karen.Bierman@monroe.k12.nj.us)>; Kathleen Belko <[Kathleen.Belko@monroe.k12.nj.us](mailto:Kathleen.Belko@monroe.k12.nj.us)>  
**Subject:** Sports Team Fundraising

Good afternoon -

I came across this today posted on social media. I recall it being discussed at more than 1 curriculum/co-curricular/athletics committee meeting that no sports teams would be doing a fundraiser like this going forward.

What struck me was the message the parent posted along with it saying that the football program needs money because they don't have enough equipment and didn't have right sizes for practice gear. Can we please get an understanding for what is needed and why there isn't proper equipment and gear. It's not ok for our athletes to be participating without proper equipment and it's an embarrassment to the Board to read this on social media having no prior knowledge of the situation.

I raised this question last year and did not get an answer. Each player is listed with a goal of \$525. I'd like to know where this money goes; who approved this and how the money get accounted - is it by player or is it used for the whole team. Additionally it says the money needs to be raised for the banquet - is this an expanse being paid by the district?

We saw a lot of chaos last year which led to an ethics complaint against the board president and superintendent because proper procedures, district policies and protocols were ignored by staff. These types of decision being made in direct defiance and disregard for the Superintendent's directive opens this district up to a liability that is otherwise avoidable.

I look toward to your reply.

Sincerely  
Chrissy

10:10 ↗  
◀ Search



🔒 org.eteamsponsor.com

 Share

Donate

**Donate Now!**



How to Mail Your Check

Campaign

Team

---

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.



Share

**Donate**

## **A message from Monroe Township HS Football Program**

We at Monroe Township HS Football are conducting our 2022 Monroe Township HS Football Challenge to help generate financial support for our program. Our participants spend many long hours preparing to be the best they can be and are very deserving of your support. We appreciate any amount you can give and thank you in advance for your generous support!

## **Needs of the Monroe Township HS Football Program**

Your donation will contribute towards expenses required for football apparel and pre and post game meals and our end of the year banquet and awards ceremony.

With your help we can continue to advance and

improve our Monroe Township HS Football!

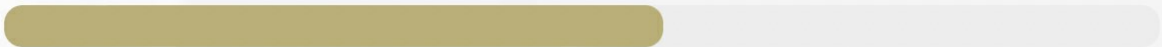
## Monroe Township HS Football Activities



### 2022 Monroe Township HS Football Challenge



**\$300** / \$525



**57%**  
of goal

**4**  
Donors

**29**  
days left

**Donate Now!**



