



Vincent Caravello <vcaravello@marlboro.k12.nj.us>

Incident on Robertsville Route 12

2 messages

Debra Tierney <dtierney@mtps.org>

Fri, Apr 1, 2022 at 4:39 PM

To: Vincent Caravello <vcaravello@marlboro.k12.nj.us>

Cc: Eric Hibbs <ehibbs@mtps.org>, Nancy Walker <nwalker@mtps.org>, Tom Slattery <tslattery@mtps.org>

Good afternoon. I would like to give you an update on Robertsville, Route 12. I received a phone call at 3:50pm from Ashlee McCormack. She stated that her husband had an argument with the bus driver when he arrived at the bus stop this afternoon. She said the driver is very rude and arrogant. While I was speaking with her, her husband was in the background screaming. He said "I'm going to follow the bus to every bus stop and make him wait. We don't follow his time, we are not on his time", he kept repeating this and was yelling other things that I could not understand because his wife was still speaking with me. Mrs. McCormack said the bus arrived at 8:32 and 33 seconds this morning. I told her this is not the same information your husband gave me this morning. She then told me the driver told her the pick up time is at 8:30am. So I responded and told her well then that is the pick up time. The times are always approximate, given traffic, all the variables. At this point, her husband was still yelling in the background. I told her I would call her back. While I was on the phone with her, Sara received a call from Mrs. Merila Rugovac [REDACTED]. Mrs. Rugovac said [REDACTED]. Mrs. Rugovac could not believe that another parent would speak like that in front of all the children. She was appalled at Mr. McCormack's behavior.

The driver came in to speak with me and said [REDACTED]. At this point, the driver said he was going to call the police and Mr. McCormack stepped back from the bus door. At 4:00pm, Mrs. McCormack called back to tell me she had made a mistake regarding the pick up time. She checked the portal, which showed the time 8:44am and just wanted to let me know.

Debbie Tierney

Assistant Transportation Coordinator

Marlboro Township Public Schools

732-972-2118

Eric Hibbs <ehibbs@mtps.org>

Fri, Apr 1, 2022 at 5:40 PM

To: Debra Tierney <dtierney@mtps.org>, Michael Ballone <mballone@mtps.org>, Vincent Caravello <vcaravello@marlboro.k12.nj.us>

Cc: Nancy Walker <nwalker@mtps.org>, Tom Slattery <tslattery@mtps.org>

Thank you Deb. We will regroup on Monday.

[Quoted text hidden]

Dr. Eric Hibbs
Superintendent
Marlboro Township Schools
(732) 972-2000 ex 2015

Please follow me on Twitter @EricMHibbs

MTPS District Fundamentals





Vincent Caravello <vcaravello@marlboro.k12.nj.us>

(no subject)

1 message

Eric Hibbs <ehibbs@mtps.org>

Tue, Apr 5, 2022 at 12:54 PM

To: "Marc H. Zitomer" <MHZ@spsk.com>, 1-Board Members <1-boardmembers@marlboro.k12.nj.us>, Michael Ballone <mballone@mtps.org>, Vincent Caravello <vcaravello@marlboro.k12.nj.us>, Nancy Walker <nwalker@mtps.org>, Debra Tierney <dtierney@mtps.org>, Tom Slattery <tslattery@mtps.org>

Hello Everyone,

I wanted you to see the letters that Mr. Anthony McCormack received today regarding his disruptive behavior on Friday, April 1, 2022. The video of this incident is the most disturbing bus video I have seen in all my years in education. The district sent an email including the letters today; a certified letter has been mailed to him as well. All letters were seen by Mr. Zitomer.

It is essential that we all make decisions in the best interests of the educational welfare of our children. It is also imperative that we all support and protect our school personnel. No staff member should ever be threatened with violence or spoken to the way our staff member was spoken to on Friday.

Sincerely,

Eric

Dr. Eric Hibbs
Superintendent
Marlboro Township Schools
(732) 972-2000 ex 2015

Please follow me on Twitter @EricMHibbs

MTPS District Fundamentals



2 attachments

Disruptive Conduct on April 1, 2022 & Policy 9202.pdf
1892K

5/6/22, 10:40 AM

Marlboro School District Mail - (no subject)

 **No Trespass Letter.pdf**
333K



MARLBORO TOWNSHIP PUBLIC SCHOOLS

School Safety Supervisor
1980 Township Drive
Marlboro, New Jersey 07746-2298

Thomas J. Slattery
School Safety Supervisor

Telephone: (732) 972-2000
Fax: (732) 972-2003

April 5, 2022

BY CERTIFIED MAIL & EMAIL

Mr. Anthony McCormack
[REDACTED]

Re: Disruptive Conduct on April 1, 2022

Mr. Anthony McCormack:

This letter shall serve to document your disruptive behaviors that violated Policy 9202 - Civility, and the events that transpired on Friday, April 1, 2022.

Background:

At the start of each academic year, a pickup time is listed in *Genesis*, the District's student information system. As the school year progresses, bus routes become more efficient and the pickup time gradually becomes earlier until the route naturally establishes the regular pickup time for the year. As a practice, MTPS does not reflect the newly established pickup time in *Genesis*, rather, parents and guardians become aware of this change and guide children accordingly. MTPS advises parents to have children at the bus stop approximately ten minutes prior to the arrival of the bus. This is a direct responsibility of parents and guardians.

Disruptive Behaviors:

On the morning of April 1, 2022, [REDACTED]. Adhering to proper protocols, the bus driver proceeded to the next bus stop after realizing [REDACTED]. At approximately 8:45 a.m., you called the MTPS Transportation Department and spoke with the Assistant Transportation Coordinator, Mrs. Debra Tierney. During that phone call, you stated, "I am done with this driver...I want to strangle him...I will go to the school to take care of this!"

Policy 9202 - Civility, states that MTPS will treat members of the public with respect; MTPS expects the same respectful consideration from parents and guardians in return. It is the District's duty to maintain orderly and respectful educational and administrative processes in keeping schools and administrative offices free from disruptions. Your verbal threat of physical violence to an MTPS staff member was outrageous and disruptive. Specifically, you threatened the health and safety of a staff member by threatening to strangle him.

April 5, 2022

The threat of harm to a staff member is inexcusable regardless of any complaint you may have against him/her. In addition, you were also unreasonably loud, disrespectful, and excessively confrontational during your phone call with Mrs. Debra Tierney during the morning of April 1st.

Later that day during the afternoon transportation session, you approached [REDACTED] bus driver while [REDACTED]. The following is a transcription of the retrieved video footage; words do not adequately express this alarming and concerning video footage.

You approached the door of the bus and proceeded to interrogate the driver regarding the morning pickup time. The driver stated the pickup time is 8:30 a.m. You disagreed and said the pickup time is 8:40 a.m. You provided a directive to the driver by saying, "On Monday morning, you will be here at 8:40. Not 8:31, not 8:30; 8:40. If you are not here at 8:40 and you come earlier, I will make sure I am at the stop before you, and I will slow you the fuck down until you get here at 8:40. You don't even stop."

Immediately following your profanity, the driver attempted to elucidate that your disrespectful, inappropriate, and disruptive language was taking place in the presence of young children. You responded by saying, "I don't give a fuck! You don't even stop! 8:31 you don't even stop!"

Next, the driver attempted to make you aware of your disruptive behavior. You responded by screaming, "No! No! Shut the fuck up! You don't even stop! Okay, at 8:31 you don't even stop! Okay! We were at the door at 8:32! You don't even stop! You understand? You understand? You understand?"

Then, the driver attempted to convey that the district does not follow a parent/guardian's schedule and you responded, "No! No! No! It's 8:40! You understand?"

Next, the driver attempted to have you leave the situation and you responded by screaming, "No, no, you're gonna go. Okay! Everyone on this bus has a fucking problem with you!"

At this point the driver advised you to call the transportation department and you responded by screaming, "You got a fucking . . . I swear to God dude . . . 8-fucking-forty!" The driver asked you to stop screaming. You responded, again by screaming, "No! No! You! 8:40; not 8:31, not 8:32, - 8-fucking-forty!"

Finally, the driver mentioned he would call the police and you responded in an excessively confrontational manner by saying, "You understand! I don't give a fuck who you call! 8-fucking-forty!" You then took [REDACTED] and walked away from the school bus.

Your behavior on April 1st was alarming and extremely concerning. As mentioned previously, our district is committed to maintaining orderly and respectful educational and administrative processes in keeping our schools free from disruptions. Bus runs are a part of the normal school process. Your disruptive behaviors violated several components of Policy 9202 - Civility.

April 5, 2022

- You screamed, threatened, and used profanities which disrupted the school environment in the presence of children
- You verbally threatened a school employee in the presence of children
- You used unreasonably loud and offensively coarse language; a version of "fuck" was used at minimum nine (9) times in the presence of children
- You screamed and shouted obscenities at the bus driver which disrupted him from efficiently carrying out his duties to fulfill school operations
- All of these actions were done to verbally intimidate an MTPS staff member

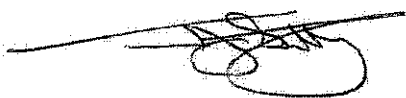
Per policy, MTPS has notified the Marlboro Police Department of the threat of violence to a District staff member and of the disruptive exchange that you initiated at [REDACTED] bus stop on April 1, 2022. The District expects an immediate correction to your behaviors listed above and will not tolerate any similar behavior in the future. A copy of Policy 9202 - Civility, is included for your convenience and careful review.

Sanction:

As per Policy 9202 - Civility, the specific sanctions developed for disruptions are based upon the specific disruption by the parent, guardian, or community member. Due to your egregious behavior, multiple violations of Policy 9202, threat of violence to a school staff member, and your hostile and violent outburst at the p.m. bus stop, you are hereby banned from all MTPS bus stops, buildings, and school-related events. This includes before, during, and after school hours. If you are found violating this ban, the Marlboro Police Department will be promptly notified and we will seek to have you arrested and charged.

I trust that you will be guided accordingly.

Sincerely,



Thomas J. Slattery
School Safety Supervisor & Security, MTBOE

enclosures

c: Dr. Eric Hibbs, Superintendent of Schools
Mr. Vincent Caravello, School Business Administrator/Board Secretary
Mrs. Jill Green, Principal Robertsville Elementary School
Mrs. Kimberly Georges, Vice Principal Robertsville Elementary School

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District Policy

9202 - CIVILITY

Section: Community
 Date Created: July 2014
 Date Edited: August 2021

9202 CIVILITY

Members of the Marlboro Township Board of Education, district administration, and staff will treat parent(s) or legal guardian(s) and other members of the public with respect at all times. Marlboro Township Public Schools (MTPS) believe in valuing everyone. The district expects the same respectful consideration from parents, guardians, and members of the community. The district is committed to maintaining orderly and respectful educational and administrative processes in keeping schools and administrative offices free from disruptions and preventing unauthorized persons from school/district grounds.

The next section will generally define possible disruptions:

A. Disruptions

1. Any individual who:

- a. Disrupts or threatens to disrupt school/office operations;
- b. Threatens the health and safety of pupils or staff;
- c. Willfully causes property damage;
- d. Uses unreasonably loud and/or offensively coarse language for the purpose of offending the person(s) present or in reckless disregard of the probability of doing so;
- e. Verbally or physically intimidates others;
- f. Has established a continued pattern of unauthorized entry on district property;
- g. Burdens the staff and others through repeated telephone calls, excessive written communication and/or face-to-face confrontations;
- h. Speaks or writes to a staff member(s) in a manner that is disrespectful or is excessively confrontational;

Any parent, guardian, or community member who engages in any type of disruption listed above (a-h) will be directed by the appropriate school personnel to cease the disrespectful behavior(s). The district will reference Policy 9202 - Civility

Phone Meetings - In-Person Meetings - Video Conferencing Meetings:

If any member of the public uses obscenities or speaks in an abusive, excessively loud, disrespectful, insulting, and/or demeaning manner, the administrator or employee to whom the remarks are directed will calmly and politely request the speaker to communicate civilly. If corrective action is not taken by the person, the district employee will seek to include an administrative representative in the meeting in an effort to restore civility. If an administrator is not available, or is already present, and/or a civil tone is not restored, the district employee will verbally notify the person that the meeting, conference, or telephone conversation is terminated and, if the meeting or conference is on district premises, the person will be asked to leave promptly. If an individual is asked to leave our premises, the following individuals should be notified and a written description of the events be submitted to the building administration who will then inform the Superintendent.

- Building Administration
- Security Monitor
- Supervisor of Security

Any staff member who mentions Policy 9202 - Civility to any parent, guardian, or community member will then promptly notify his/her immediate supervisor with the details of the phone meeting, in-person meeting, or video conference meeting.

Written Communications

The same standards for disruptions (a-h) will apply to written communications in the district. If any member of the public uses obscenities or writes in an abusive, disrespectful, insulting, and/or demeaning manner, the administrator or employee to whom the remarks are directed will request the speaker to communicate civilly. If corrective action is not taken by the person, the district employee will report the written interaction to his/her supervisor, and there will be no written response to the individual. The individual demonstrating disrespectful behavior in written form will have the opportunity to discuss the events in a conference with the appropriate district personnel.

Any staff member who mentions Policy 9202 - Civility to any parent, guardian, or community member will then promptly notify his/her immediate supervisor with the details of the written communication.

Consequences for Violations of Policy 9202 - Civility

Any person who engages in disruptive behavior may be sanctioned by the Board, the Superintendent, or his/her designee. The specific sanctions will be developed based upon the disruption to the school environment and will be communicated to the offending party. The sanctions will be communicated through email to the parent, guardian, or community member along with a copy of the policy. If a parent, guardian, or community member should need a second correspondence for a separate incident that violates Policy 9202 - Civility, then the official correspondence from the first incident will also be included in the communication.

A person who continues to engage in disruptive behavior may be banned by the Board, the Superintendent, or his/her designee from any or all school related events. If the person refuses to leave, the Superintendent or designee may notify law enforcement officials. The ban will be communicated through email to the parent, guardian, or community member along with a copy of the policy.

B. Safety and Security

The Superintendent or designee will ensure that a safety and/or crisis intervention program for district staff is promulgated to raise awareness and to provide techniques in dealing with disruptive situations when they occur.

If and when the violence is directed toward a district employee, or theft of district property is threatened or attempted, employees shall promptly report the occurrence to their Principal and/or Vice Principal or supervisor and submit a written report. Employees, through their supervisors, should report to law enforcement officials any attack, assault or threat made against them on district premises or at school district-sponsored activities.

C. Documentation

When it is determined by a district employee that a member of the public is in the process of violating the provisions of this policy, an employee may provide the offending person a written copy of this policy at the time of the occurrence. The employee will immediately notify his/her supervisor and provide a written report of the incident.

Adopted: 22 July 2014

Revised: 24 August 2021





MARLBORO TOWNSHIP PUBLIC SCHOOLS

School Safety Supervisor
1980 Township Drive
Marlboro, New Jersey 07746-2298

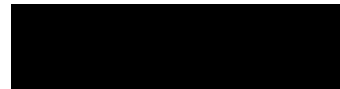
Thomas J. Slattery
School Safety Supervisor

Telephone: (732) 972-2000
Fax: (732) 972-2003

April 5, 2022

BY CERTIFIED MAIL & EMAIL

Mr. Anthony McCormack



Re: Disruptive Conduct on April 1, 2022

Mr. Anthony McCormack:

This letter is to serve as formal written notice that effective today, you may not enter or remain on any properties owned/operated by the Marlboro Township Board of Education. This "No Trespass" notice will remain in effect until rescinded by the Marlboro Township Board of Education or the Superintendent of Schools for the Marlboro Township Public School (K-8) District. Failure to comply with this notice may result in your arrest under N.J. S.A. 2C:18-3: "Defiant Trespassing". A copy of this notice has been forwarded to the Marlboro Township Police Department for their records and possible enforcement.

Please be guided accordingly.

Sincerely,

A handwritten signature in black ink, appearing to read "Tom Slattery", written over a horizontal line.

Mr. Thomas Slattery
Supervisor of School Safety & Security, MTBOE

c: Marlboro Township Police Department
Dr. Eric Hibbs, Superintendent of Schools
Mr. Vincent Caravello, School Business Administrator/Board Secretary
Mrs. Jill Green, Principal Robertsville Elementary School
Mrs. Kimberly Georges, Vice Principal Robertsville Elementary School

Letters to AM

trusso@marlboro.k12.nj.us Theresa Molinelli Russo

Tuesday, April 5, 2022 at 11:51:17 AM Eastern Daylight Time

To: jgreen@mtps.org Jill Green, kgeorges@marlboro.k12.nj.us Kimberly Georges

Hi Ladies

Attached are the letters which will be emailed by 12:30 today, and will be delivered by certified mail to Andrew McCormack. You will also receive a hard copy by interoffice mail.

--

Theresa Russo

Confidential Secretary to the Superintendent

Marlboro Township Public Schools

1980 Township Drive

Marlboro, NJ 07746

(732) 972-2000 x2015

trusso@mtps.org

Attachments:

No Trespass Letter.pdf 332k

Disruptive Conduct on April 1, 2022 & Policy 9202.pdf 1.8M



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April 5, 2022

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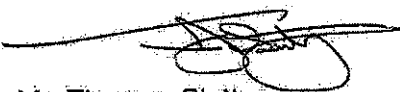

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c: Marlboro Township Police Department
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Mr. Vincent Caravello, School Business Administrator/Board Secretary
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Thomas J. Slattery
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April 5, 2022

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April 5, 2022

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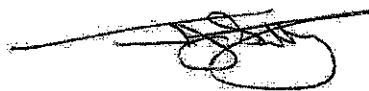
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Sincerely,



Thomas J. Slattery
School Safety Supervisor & Security, MTBOE

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- c: Dr. Eric Hibbs, Superintendent of Schools
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District Policy

9202 - CIVILITY

Section: Community
 Date Created: July 2014
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Consequences for Violations of Policy 9202 - Civility

Any person who engages in disruptive behavior may be sanctioned by the Board, the Superintendent, or his/her designee. The specific sanctions will be developed based upon the disruption to the school environment and will be communicated to the offending party. The sanctions will be communicated through email to the parent, guardian, or community member along with a copy of the policy. If a parent, guardian, or community member should need a second correspondence for a separate incident that violates Policy 9202 - Civility, then the official correspondence from the first incident will also be included in the communication.

A person who continues to engage in disruptive behavior may be banned by the Board, the Superintendent, or his/her designee from any or all school related events. If the person refuses to leave, the Superintendent or designee may notify law enforcement officials. The ban will be communicated through email to the parent, guardian, or community member along with a copy of the policy.

B. Safety and Security

The Superintendent or designee will ensure that a safety and/or crisis intervention program for district staff is promulgated to raise awareness and to provide techniques in dealing with disruptive situations when they occur.

If and when the violence is directed toward a district employee, or theft of district property is threatened or attempted, employees shall promptly report the occurrence to their Principal and/or Vice Principal or supervisor and submit a written report. Employees, through their supervisors, should report to law enforcement officials any attack, assault or threat made against them on district premises or at school district-sponsored activities.

C. Documentation

When it is determined by a district employee that a member of the public is in the process of violating the provisions of this policy, an employee may provide the offending person a written copy of this policy at the time of the occurrence. The employee will immediately notify his/her supervisor and provide a written report of the incident.

Adopted: 22 July 2014

Revised: 24 August 2021

