

From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 11/03/2023 02:52:34 PM
To: Chrissy.Skurbe@monroe.k12.nj.us
Cc: Peter.Tufano@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: RE: Anonymous Facebook posts

Yes Madame President,

Upon our return to the district, I will commence the investigation.

Thank you.

Kindly,

Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
732-521-1500

“Education is not a preparation for life; education is life itself.” - John Dewey

The Monroe Public Schools in collaboration with the members of the community shall ensure that all children receive an exemplary education by well-trained committed staff in a safe and orderly environment.

SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 2:51 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Dr Chanley -

Can you please investigate this with IT. I would like to get an official report detailing when and how they begin meetings and who can hear what is going on.

I know when I logged on I could see everyone but I could not hear anything until I was made a panelist.

Chrissy

On Nov 3, 2023, at 2:07 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

We are going to have to agree to disagree then since you weren't on my computer and I wasn't on yours. When I logged in, I could see that I was a participant on the right hand side of my screen and could hear everything. I could still hear everything when I was moved over to being a panelist. As I said before, we use the same link as the public. It is not possible for there to be two separate ways to have access to audio when you are on the same link. Either everyone who is on the link will hear if the sound is on, or everyone on the link will not hear if the sound is off. You can't give access to audio to only a select group of people who are using the same link.

In all honesty, it doesn't matter what I say. You are always right and I could present factual documents to you and I would still be wrong. I am done discussing this matter.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 10:42 AM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Katie -

That is incorrect. When you were moved over as a panelist, you were able to hear the conversation. I know this because when I joined I couldn't hear anything until I was moved over as a panelist. The meeting wasn't "live" to the public at that time. It wasn't being recorded until the time the meeting actually began and was made public to those watching as attendees. Dr Chanley confirmed with IT that no portion of the video was edited. Mr Tufano's comments and all the conversation taking place was only able to be heard from the panelist and those in person.

Chrissy

On Nov 3, 2023, at 9:27 AM, Michelle Scott <Michelle.Scott@monroe.k12.nj.us> wrote:

How would you have a screen shot of the time the video started if it's not currently available online where the comment was made? Did IT publish the unedited footage? If not, it would answer the question as to the meeting being recorded on your screen?

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From: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 9:19:06 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Here is an attachment of the time the video starts. It shows the video starts playing at 19 seconds implying the recording began sooner.

The link we use to join the meeting is the same as the public. We are then moved from being a participant to a panelist by the host. There is no way for audio to be muted for only participants. The link was live when I joined initially as participant as I could hear everyone talking in the room which means that anyone who joined the meeting as a member of the public would hear it also.

I will not be resigning from any committee or the board.

I am very happy with my reflection in the mirror.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 7:27:34 AM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

The Board of Education is not dysfunctional. There are many members of this board that devote their time to our district for the good of the students and staff.. I am proud, as part of the board leadership, of the things this board has accomplished and the positive changes that have resulted in student success.

I would have zero idea how many seconds there was talking before the meeting officially begun unless I was recording the screen as soon as I logged on -which I wasn't. That leads to a real concern in this incident.

IT does not begin recoding and does not make the meeting live until directed by the chair of the meeting. I specifically asked if the public could hear the discussion and I was told NO. Only Board members who logged in with the link shared and were panelists were able to hear at that moment. The meeting was NOT live when that comment was made. Therefore it was either someone in person, which did not include anyone in the audience, or a board member who was remote.

What is so very frustrating is these incidents that just continue to highlight how certain members have no interest but to attack their fellow board members and try to halt the good work being done.

As one of our newer board members, Gail DiPane, said at the last meeting in closed session - we need to stop all of this and focus on the children. I know I agreed with her. It would be so nice if everyone could do the same.

On Nov 2, 2023, at 10:29 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

The online version of the video is missing the first 19 seconds. If this video is unedited, where is the rest of the recording?

I did, in fact, hear Mr. Tufano make that statement which means that the stream was already live and the public could hear it as well. Perhaps we should ask IT for a list of participants who were logged into the meeting?

I am sick and tired of being accused of things because our board leadership and some of its members are completely dysfunctional. What would Dr. Magistro think? First off, she would be insulted that you spelt her name wrong. Secondly, she would think that this board is a disgrace and an embarrassment. Never, in all of her years of leadership, or in my years as an educator, has there been such unethical, ridiculous behavior from the ones who are supposed to set the example for our students. Do not ever mention her name to me again where you use her to try and insult me. She led by example and I live and work by her ethics and standards every single day. I wish I could say the same for everyone here.

Have a good evening.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>

Sent: Thursday, November 2, 2023 10:16:24 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

When I joined the broadcast at approximately 7pm last night for BG&T I did not hear this conversation or Mr. Tufano make this statement. For all anyone would know he could have been talking about anything not related to the school district prior to the meeting starting. It's an absolute shame that troublemakers in the community would use any

opportunity to twist words and misconstrue context of a conversation, just to keep stirring the pot!

Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member. She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manor that reflects that.

Michelle

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

Sent: Thursday, November 2, 2023 9:30:20 PM

To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

Mr Tufano -

I can assure you that it was not me. When I was made a panelist for the meeting, I asked if the public could hear the conversation taking place and I was told NO at least twice. That means either someone present posted that on social media or as you said, someone remote allowed others to have access to the meeting with them as a panelist. I had conversations with Dr Chanely today about the video posted and it was not altered in any way. The start of the meeting on the video is exactly when the public was able to hear what was being said and those comments were not broadcast publicly.

I understand how alarming this is. It's not the first time things are posted to social media anonymously which have only been discussed among board members in closed session or info from the confidential reports.

You aren't the first committee chair to request Mrs Fabiano be removed from a committee. It happened with Personnel last year when things from the committee meeting would mysteriously make it on social media and Mr Nikitinsky asked for her to be removed. She resigned from that committee that year. While I do have the authority to appoint board members to committees, I hesitate to remove board members. However, as you have made me aware of the legal action Mrs Fabiano's husband has taken against you, perhaps it makes sense to not have her on any committee with you. There is a similar situation with another board member Mr Fabiano has a legal complaint against, so it would only be fair to treat these situations the same.

The real shame is that the meeting was very good and very productive. It was focused on fixing a field that has not been properly maintained over the years. Somehow, I was the target of psycho babble by an anonymous post about it. As Board members we should be focused on making our district the best it can be for our students. It's sad that some just want to try to tear it down simply because they didn't get their way. Students come first....at least for some of us.

Have a good evening.

Chrissy

> On Nov 2, 2023, at 5:20 PM, Peter Tufano <Peter.Tufano@monroe.k12.nj.us> wrote:
>

> Before the public broadcast of the meeting, I expressed my frustration by stating, "I don't give a shit" in response to the actions of a small group of individuals within our community who consistently target the superintendent, the board President, and several board members. In my opinion these individuals care nothing about our students.

>

> During the meeting, there were 7 individuals present in person and 3 participating remotely. I am requesting a thorough investigation to identify the source of the information leak to the public. It is possible that one of the remote board members had someone with a penchant for causing trouble within the community present in the

room with them. I am deeply troubled by this behavior and believe that action must be taken.

>

> In the upcoming meeting, I intend to propose ending the live broadcasting of these committee meetings to address this issue.

>

> Furthermore, in this email, I formally request the removal of Katie Fabiano from the BGT committee. I do not currently have confidence in working with her.

From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 11/09/2023 03:20:51 PM
To: Peter.Tufano@monroe.k12.nj.us
Cc: Carmen.Alvarez@monroe.k12.nj.us; VAGagliardi@pbnlaw.com; Chrissy.Skurbe@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Laura.Allen@Monroe.K12.NJ.US
Subject: Re: [External Email]Re: something Disturbing

Kindly be advised that I am NOT INVOLVED at all. My friendly chat had nothing to do with the situation that arose after.

I will cease from chatting with you in the future.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

SUCCESS IS ALWAYS A TEAM EFFORT!!



On Nov 9, 2023, at 2:12 PM, Peter Tufano <Peter.Tufano@monroe.k12.nj.us> wrote:

You are not the victim here

Me and my spouse are

Take some accountability

STUDENTS FIRST

PETER TUFANO

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 2:01:49 PM

To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: something Disturbing

Mr. Tufano,

I am asking you to stop harassing and intimidating me. You have been told this is not board business. Do not email me again unless it is board related.

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 1:45 PM
To: Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: Re: [External Email]Re: something Disturbing

The fact that Mrs Charley's contract has been brought into the discussion about your racist perverted husband's emails is even further revolting.

This speaks volumes to your predetermined decision about that subject.

Just to prove you wrong again I will wait until after that vote and the police investigation to complete before reading these filthy text messages to the world!!!

I want the public to now see you are also a complete liar!

You are not worth me making up fake text messages over...trust me

STUDENTS FIRST

PETER TUFANO

From: Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>
Sent: Thursday, November 9, 2023 1:32:49 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Subject: [External Email]Re: something Disturbing

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

Let me add that my involvement was limited to [REDACTED]
[REDACTED]
[REDACTED]

On Nov 9, 2023, at 1:19 PM, Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us> wrote:

EXTERNAL MESSAGE

Carmen -

I can assure you that I am not a party to any of this.

Perhaps you and Pete should go to law enforcement and figure this out.

Chrissy

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 11:59 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Vito A. Gagliardi <VAGagliardi@pbnlaw.com>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Mr. Gagliardi,

[REDACTED]

[REDACTED]

[REDACTED]

Best regards,

Carmen Alvarez, MSW, LSW, M.Ed.
Board Member
Monroe Township Schools

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 10:03 AM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Vito A. Gagliardi <VAGagliardi@pbnlaw.com>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Subject: Re: something Disturbing

Carmen -

I see that you included Vito on this email as well, so thank you. I did have a conversation with him about this.

[REDACTED]

As far as the trainings go, the Board is in compliance with the mandatory training requirements.

If you or Pete have any questions and want to speak to the Board Attorney about this, I am more than happy to arrange a call.

Chrissy

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 8:24 AM
To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Vito A. Gagliardi <VAGagliardi@pbnlaw.com>
Subject: Re: something Disturbing

DO NOT REPLY ALL

Mr. Tufano,

I consulted with an attorney yesterday about the recent emails you have sent to me, the entire board, and the superintendent. I was advised that a board member that attempts to blackmail another board member by threatening the safety and social and emotional wellbeing of their children, **the same children that you took an oath to protect**, is putting the district/board at risk of litigation.

"When I read this next Wednesday your school district as well as the community you and your children live in will be made aware. I was trying to spare you and your family that public humiliation! I made no threats just warned you of this humiliation and how you can avoid it!"

If you read any statements publicly that threaten the safety and welfare of my children, I will pursue litigation against this board and this school district immediately. The superintendent and the board leadership have been cc'd on these emails and have allowed them to continue. None of you are doing what you swore under oath you would do which is to protect the safety and wellbeing of the children we all serve. My children will not be harmed by a board member that this school district has allowed to remain in his seat even though he has not completed state mandated trainings.

I will not allow my family or my job to be threatened by members of this board.

Regards,

Carmen Alvarez, MSW, LSW, M.A.Ed.
Board Member

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Wednesday, November 8, 2023 6:57 PM
To: Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

That's great Gail

When I was accused of robbing a local store you had no issue with people who put it in an email

But now this is bothering you?

Carmen's husband harassing me and saying he had sex with my wife and that my wife had sex with a minor is supposed to make our board run more functional?

You didnt once mention in your email how disgusted you were at his behavior...why?

If I texted your husband and told him I had anal sex with you would you ask for my resignation?

I bet it would be board business worthy then wouldn't it

I am so sick of the one sided bullshit!

Okay for me but not thee!

I can't wait to read that text message to the public a week from now.

Have a wonderful night

STUDENTS FIRST

PETER TUFANO

From: Gail DiPane <Gail.DiPane@monroe.k12.nj.us>
Sent: Wednesday, November 8, 2023 6:46:20 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

I see my name on this email thread . In my opinion this email thread, started by Mr. Tufano, shouldn't be on our board emails at all. I personally don't want to hear or see that language in print on our emails. If you have a problem with someone who is not a board member or a board member just call them and take care of it outside of board emails.

What I said at the last closed session was meant for everyone in that room, including myself. We are not working together for the good of the district. Some people on this board have their own agendas and it seems to me that their agenda is to constantly try to hurt people and ask them to resign from the board and talk about them when they are not at a meeting to defend themselves. What is everyone afraid of? Losing your job? We are not getting paid enough to have to put up with all these personal attacks and issues.

We need to put more effort in stopping this nonsense, we are all adults.

I will be making a report at the next meeting on what I learned at convention about boardsmanship.

Take care.
Gail

PS -Ms.Skurbe all of our trainings are public record. I asked NJSBA.

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Wednesday, November 8, 2023 9:47 AM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Good morning Carmen -

I'd like to understand how you are making claims about what trainings Mr Tufano has completed. Can you share the source of your information. I don't have that information as the Board President so I'd like to know where you obtained it.

Thank you.

Chrissy

On Nov 7, 2023, at 5:04 PM, Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us> wrote:

"I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts"

I consider the above statement a threat to my job. So please do read it into the record. If not, I most certainly will.

Again, this is not a board matter. Maybe if you had completed Governance 3 you would know that.

Have a good evening.

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 4:56:37 PM

To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Re: something Disturbing

I am glad you feel this way

I will be reading this text message and your response at the upcoming board meeting..

I HAVE IN NO WAY THREATENED YOU

I WILL JUST BE READING WHAT YOUR HUSBAND SENT TO ME

STUDENTS FIRST

PETER TUFANO

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 4:50:21 PM

To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Re: something Disturbing

Mr Tufano,

I am responding to you about your issue. I have no knowledge of the text messages you are speaking about, nor do I care to read them. IF my husband sent you messages that bother you, I suggest you handle it the same way that he handled it when you shouted at him "Get a job loser!" Additionally, I am confused as to why you are involving the board in your issue. Was this sent to your board email address? Obviously, it wasn't, so it is not a board issue.

Lastly, you are violating the state code of ethics by threatening my job. If you continue with these threats, I will have to pursue the proper channels. I am appalled that board leadership has not stepped in to stop emails such as these that have nothing to do with our students or school district and that threaten a fellow board member's job and livelihood.

Remember Mr. Tufano, students first.

Regards,
Carmen Alvarez

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 3:15 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject: Re: something Disturbing

In full transparency for the board, I received at 11:34pm on Saturday, November 4th these vile texts messages from a phone number not in my contacts. These text messages included racists, misogynistic and vile statements toward my significant other. The sender described sexual acts he performed on my "RICAN" wife. The message also contained an accusation of my wife having sexual relations with a minor.

On Monday, November 5th, I come to shockingly find out that these messages are from Mark Hershman, my board colleague, Carmen Alvarez's husband. This is the same man that came to a board meeting right after she was sworn in and threatened violence against a member of the public, resulting in a police report being filed at that time. After discovering that these messages came from Carmen's husband, I promptly called the Monroe Township Police Dept and filed a report. I plan to pursue charges for a hate crime and Harassment crime against me and my family. To that end, I am immediately requesting Carmen resign to avoid these text messages from being shared with the public. I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts.

We have had a hard time coming together as a Board. This latest action is crossing the line beyond belief. Over the last 6 months, the amount of emails from Carmen, distracting us from our role as a board member, to argue and fight a personal vendetta over more than 1 board member has been exhausting and counterproductive to what we are here for. She declared "sides" and "teams" before she was even sworn on the Board. Since January, there has been countless times Carmen has shown her true reasons for being on the Board, which is not for the kids or the good of the district. She knew every reason why the Athletic Supervisor was not being renewed, yet she argued and carried on for weeks about the job descriptions. She conducted her own reference checks on the Athletic Director, which is a clear violation of the ethics code. Additionally, she agreed to support Gazala for Vice President when Karen resigned but then reneged and said she didn't "trust Gazala to advocate for her team". Again, separating a Board into teams. That is not at all what our Board is supposed to be. Then we have the "team call-out" of the September meeting because Carmen thought the board only needed 4 votes to appoint the vacant seat – she failed to check the facts. Had she looked into it, she would have known the numbers to appoint was 5 board members no matter if Gail was on vacation or not. Carmen created animosity with our sending district by insisting that Michelle Scott not be able to vote on the vacant seat, even after the county superintendent, school boards and the Jamesburg attorney all said she could. Carmen then voted NO for Matt Gorham and then immediately wrote an email the next day saying she regretting voting NO and she only did because of posts she read on Facebook she felt were political. I answered back her emails and I told her that she owed the board president an apology for her viscous attack before the Sept meeting where she claimed Ms. Shah would be appointed. I still think she owes not only the board president an apology, but the whole board deserves one. This attack on me and my family comes right after my emails pointing out the truth. This is an unacceptable reaction from her husband. Spouses have no place on the board and should not be getting involved in board

business and should not be dragged into any of this. Accusations of child rape that is the worst thing any board member can be a part of. Any action against a child should be condemned.

We are suppose to be working together for the kids. I was very happy to hear Gail expressing her disgust with it all when she said that need to stop all of this and focus on what we are here for – THE KIDS!

STUDENTS FIRST

PETER TUFANO

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 12:57:31 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>
Subject:

Just confirming that no board members have any idea who this number belongs to

STUDENTS FIRST

PETER TUFANO

From: Peter Tufano
Sent: Monday, November 6, 2023 7:15:18 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>
Subject: Phone number

DOES ANYONE KNOW WHOS NUMBER THIS IS

[REDACTED]

STUDENTS FIRST

PETER TUFANO

Vito A. Gagliardi, Jr., Esq.
Principal
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

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From: Chantel@Monroe-K12.Louisiana
Sent: Friday, December 15, 2023 11:58 AM
To: 'Carmen' <Carmen@Monroe-K12.Louisiana>
Cc: 'Carmen' <Carmen@Monroe-K12.Louisiana>
Subject: RE: Peter's report 12/15/23

I hope you are well.
Thank you.

Kindly,
Dr. Chantel Delaney, Director
Superintendent
Monroe Parish Schools
chantel.delaney@monroe.k12.la.us
713-525-1200

"Education is not a preparation for life; education is life itself." - John Dewey

The Monroe Public Schools in collaboration with the members of the community shall ensure that all children receive an exemplary education by well-trained committed staff in a safe and orderly environment.
SUCCESS IS ALWAYS A TEAM EFFORT!!



From: "Carmen" <Carmen@Monroe-K12.Louisiana>
Sent: Friday, December 15, 2023 11:58 AM
To: Chantel Delaney <chantel.delaney@monroe.k12.la.us>; "Chantel Delaney" <chantel.delaney@monroe.k12.la.us>
Subject: RE: Peter's report 12/15/23

Kind attention
[REDACTED]

Thank you
Carmen

From: Chantel Delaney <chantel.delaney@monroe.k12.la.us>
Sent: Friday, December 15, 2023 11:58 AM
To: Carmen <Carmen@Monroe-K12.Louisiana>
Cc: Chantel Delaney <chantel.delaney@monroe.k12.la.us>; Carmen Delaney <Carmen@Monroe-K12.Louisiana>
Subject: RE: Peter's report 12/15/23

From: -

I have copied Mr. Allen as this would be the one to reach out to the insurance company.

I'm sorry certain board members continue to harass you.

Chantel

On Dec 15, 2023, at 10:17 AM, Peter Tufano <petertufano@gmail.com> wrote:

Respectfully, I'm bringing a preliminary criminal complaint after filing a police report against Carmen's husband. This text was sent to him personally, directly, publicly or via social media or through any other means. For his

Carmen has not reported domestic or sexual assault, nor has she reported any other crime or offense. I believe in Carmen's husband's innocence.

Given the fact that I am a "STUDENT" (complaint number in my signature on a board member), I wish to demand that the district's insurance carrier. It is not the board member's job to sue anyone for anything related to or involving education.

STUDENT FIRST
PETER TUFANO

Morrice, NJ 08831

A complaint was signed against you by a Carmen Alvarez. This matter was been scheduled for a first appearance via zoom on December 19, 2023 at 9:00 AM via zoom.

Please contact the court with an email address immediately upon receiving this notification. Court is not in person and is being heard virtually.

Sincerely,



Affected Charge CERTIFICATION: I certify that the foregoing statements made by me are true, for cause stated by the Magistrate's decision, in reaching these findings and conclusions. Signed: <i>[Signature]</i> Date: <i>11/11/12</i>	
PROBABLE CAUSE DETERMINATION AND ISSUANCE OF SUMMONS ☐ Probable cause IS NOT found by the issuance of this complaint. ☒ Probable cause IS found by the issuance of this complaint. Signed on behalf of the Magistrate by Deputy Clerk: <i>[Signature]</i> Date: <i>11/11/12</i> Probable cause IS found by the issuance of this complaint. SUMMONS YOU ARE HEREBY SUMMONED to appear before the Sheriff Court in the county of DUMFRIES at the following address: DUMFRIES SHERIFF COURT 55 PRINCESS STREET DUMFRIES DV14 1JH If you fail to appear at the date and at the time stated herein a warrant may be issued by the court. Date of arrest: <i>12-11-2012</i> Appointed date: <i>12-11-2012</i> Time: <i>11:30 AM</i> Phone: <i>133-5741400</i> Signed by Sheriff's Clerk: CHRISTINE CAMPBELL DUMFRIES DISTRICT PROSECUTOR Date: <i>12/11/2012</i>	
☐ Special conditions of release: ☐ No phone, mail or other personal contact with him/her ☐ No possession of arms/weapons	☐ Related Party Involvement ☐ Serious Personal Injury Potential ☐ Other Complaints ☐ Involvement
COMPLAINT - SUMMONS DETERMINANTS 2012	

FILED	NOV 09 2023	000228
COURT CLERK	DEPT. 1601	CLERK'S OFFICE
MORRIS TWP MUNICIPAL COURT		
1 MUNICIPAL PLAZA		
MORRIS TWP	NJ 08931-0000	ADDRESS: [REDACTED] PETER TURANO
(732) 521-4020		
COUNTY OF MIDDLESEX	MORRIS	NJ 08931-0000
# CHARGES: 1	CHARGE #	PERMANENT INFORMATION
COPIES	EX - FEE COLOR	DNR
NAME: CARMEN ALTHOFF	PERSONAL #	D.S. STATE
	COPY SECURITY #	SNA
	TELEPHONE # [REDACTED] (c)	
	UNSUBSCRIBED	

By verification or oath, the complainant says that to the best of their knowledge, information and belief the person identified on or about 11/07/2023 in MORRIS TWP, MIDDLESEX County, NJ did within the jurisdiction of this court, did commit the act of harassment. THE COMPLAINANT IS A BARRISTER MEMBER FOR THE MORRIS TWP. BOARD OF EDUCATION AND IS EMPLOYED BY THE ELIZABETH SCHOOL DISTRICT. THE DEFENDANT HAS BEEN HARASSING THE COMPLAINANT SINCE SEPTEMBER OF 2013 ON FACEBOOK MESSENGER. HARBANING HER TO SUIT OUT, ACCUSING HER OF MISSING BOB MEETING TO PROBABLY ABUSE THE COURT, AND BEGINNING IN NOVEMBER DID INITIATE AN EMAIL THREAD WHICH INCLUDED ALL BOB MEMBERS AND THE SUPERINTENDENT, WITH IN THESE MESSAGES THE DEFENDANT REQUEST THE COMPLAINANT RESIGN TO AVOID SENSITIVE TEXT MESSAGES THAT WERE SENT BY HER HUSBAND FROM BEING RELEASED, PUBLIC HUMILIATION AND THE LOSS OF HER JOB AND FAMILY.

From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 12/19/2023 01:49:04 PM
To: Laura.Allen@Monroe.K12.NJ.US; VAGagliardi@pbnlaw.com; Chrissy.Skurbe@monroe.k12.nj.us
Subject: RE: Phone call with Vito

Received, thank you.

Kindly,

Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
732-521-1500

“Education is not a preparation for life; education is life itself.” - John Dewey

The Monroe Public Schools in collaboration with the members of the community shall ensure that all children receive an exemplary education by well-trained committed staff in a safe and orderly environment.

SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Sent: Tuesday, December 19, 2023 1:48 PM
To: Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: FW: Phone call with Vito

Good afternoon,
Please see below.

Thank you,
Laura

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Tuesday, December 19, 2023 11:40 AM
To: Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: Phone call with Vito

Good morning Ms. Allen,

Per bylaw 0174 (*In accordance with N.J.A.C. 6A:23A-5.2, the Board of Education adopts this Policy and its strategies to ensure the use of legal services by employees and the Board of Education members and the tracking of the use of legal services. The Board of Education authorizes the Superintendent of Schools, Superintendent of Schools' designee, **School Business Administrator/Board Secretary**, and the Board President as designated contact persons to request services or advice from contracted legal counsel*)

I am reaching out to you as one of the designated individuals who can set up a call with our board attorney. I would like to schedule a phone call with Mr. Gagliardi pertaining to a legal question. I am available from 8:00 a.m. to 10:30 a.m. and 12:00 p.m. to 4:00 p.m. on Thursday and all-day Friday. I also have open availability next week.

Best regards,

Carmen Alvarez, MSW, LSW, M.Ed.
Board Member
Monroe Township Schools

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/03/2023 07:27:34 AM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: Michelle.Scott@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Gazala.Bohra@monroe.k12.nj.us
Subject: Re: Anonymous Facebook posts

The Board of Education is not dysfunctional. There are many members of this board that devote their time to our district for the good of the students and staff. I am proud, as part of the board leadership, of the things this board has accomplished and the positive changes that have resulted in student success.

I would have zero idea how many seconds there was talking before the meeting officially begun unless I was recording the screen as soon as I logged on -which I wasn't. That leads to a real concern in this incident.

IT does not begin recoding and does not make the meeting live until directed by the chair of the meeting. I specifically asked if the public could hear the discussion and I was told NO. Only Board members who logged in with the link shared and were panelists were able to hear at that moment. The meeting was NOT live when that comment was made. Therefore it was either someone in person, which did not include anyone in the audience, or a board member who was remote.

What is so very frustrating is these incidents that just continue to highlight how certain members have no interest but to attack their fellow board members and try to halt the good work being done.

As one of our newer board members, Gail DiPane, said at the last meeting in closed session - we need to stop all of this and focus on the children. I know I agreed with her. It would be so nice if everyone could do the same.

On Nov 2, 2023, at 10:29 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

The online version of the video is missing the first 19 seconds. If this video is unedited, where is the rest of the recording?

I did, in fact, hear Mr. Tufano make that statement which means that the stream was already live and the public could hear it as well. Perhaps we should ask IT for a list of participants who were logged into the meeting?

I am sick and tired of being accused of things because our board leadership and some of its members are completely dysfunctional. What would Dr. Magistro think? First off, she would be insulted that you spelt her name wrong. Secondly, she would think that this board is a disgrace and an embarrassment. Never, in all of her years of leadership, or in my years as an educator, has there been such unethical, ridiculous behavior from the ones who are supposed to set the example for our students. Do not ever mention her name to me again where you use her to try and insult me. She led by example and I live and work by her ethics and standards every single day. I wish I could say the same for everyone here.

Have a good evening.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>
Sent: Thursday, November 2, 2023 10:16:24 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

When I joined the broadcast at approximately 7pm last night for BG&T I did not hear this conversation or Mr. Tufano make this statement. For all anyone would know he could have been talking about anything not related to the

school district prior to the meeting starting. It's an absolute shame that troublemakers in the community would use any opportunity to twist words and misconstrue context of a conversation, just to keep stirring the pot!

Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member.

She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manner that reflects that.

Michelle

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

Sent: Thursday, November 2, 2023 9:30:20 PM

To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

Mr Tufano -

I can assure you that it was not me. When I was made a panelist for the meeting, I asked if the public could hear the conversation taking place and I was told NO at least twice. That means either someone present posted that on social media or as you said, someone remote allowed others to have access to the meeting with them as a panelist. I had conversations with Dr Chanley today about the video posted and it was not altered in any way. The start of the meeting on the video is exactly when the public was able to hear what was being said and those comments were not broadcast publicly.

I understand how alarming this is. It's not the first time things are posted to social media anonymously which have only been discussed among board members in closed session or info from the confidential reports.

You aren't the first committee chair to request Mrs Fabiano be removed from a committee. It happened with Personnel last year when things from the committee meeting would mysteriously make it on social media and Mr Nikitinsky asked for her to be removed. She resigned from that committee that year. While I do have the authority to appoint board members to committees, I hesitate to remove board members. However, as you have made me aware of the legal action Mrs Fabiano's husband has taken against you, perhaps it makes sense to not have her on any committee with you. There is a similar situation with another board member Mr Fabiano has a legal complaint against, so it would only be fair to treat these situations the same.

The real shame is that the meeting was very good and very productive. It was focused on fixing a field that has not been properly maintained over the years. Somehow, I was the target of psycho babble by an anonymous post about it. As Board members we should be focused on making our district the best it can be for our students. It's sad that some just want to try to tear it down simply because they didn't get their way. Students come first....at least for some of us.

Have a good evening.

Chrissy

> On Nov 2, 2023, at 5:20 PM, Peter Tufano <Peter.Tufano@monroe.k12.nj.us> wrote:

>

> Before the public broadcast of the meeting, I expressed my frustration by stating, "I don't give a shit" in response to the actions of a small group of individuals within our community who consistently target the superintendent, the board President, and several board members. In my opinion these individuals care nothing about our students.

>

> During the meeting, there were 7 individuals present in person and 3 participating remotely. I am requesting a thorough investigation to identify the source of the information leak to the public. It is possible that one of the remote board members had someone with a penchant for causing trouble within the community present in the room with them. I am deeply troubled by this behavior and believe that action must be taken.

>

> In the upcoming meeting, I intend to propose ending the live broadcasting of these committee meetings to address this issue.

>

> Furthermore, in this email, I formally request the removal of Katie Fabiano from the BGT committee. I do not currently have confidence in working with her.

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/03/2023 10:42:32 AM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: Peter.Tufano@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us
Subject: Re: Anonymous Facebook posts

Katie -

That is incorrect. When you were moved over as a panelist, you were able to hear the conversation. I know this because when I joined I couldn't hear anything until I was moved over as a panelist. The meeting wasn't "live" to the public at that time. It wasn't being recorded until the time the meeting actually began and was made public to those watching as attendees. Dr Chanley confirmed with IT that no portion of the video was edited. Mr Tufano's comments and all the conversation taking place was only able to be heard from the panelist and those in person.

Chrissy

On Nov 3, 2023, at 9:27 AM, Michelle Scott <Michelle.Scott@monroe.k12.nj.us> wrote:

How would you have a screen shot of the time the video started if it's not currently available online where the comment was made? Did IT publish the unedited footage? If not, it would answer the question as to the meeting being recorded on your screen?

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From: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 9:19:06 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Here is an attachment of the time the video starts. It shows the video starts playing at 19 seconds implying the recording began sooner.

The link we use to join the meeting is the same as the public. We are then moved from being a participant to a panelist by the host. There is no way for audio to be muted for only participants. The link was live when I joined initially as participant as I could hear everyone talking in the room which means that anyone who joined the meeting as a member of the public would hear it also.

I will not be resigning from any committee or the board.

I am very happy with my reflection in the mirror.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 7:27:34 AM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

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As one of our newer board members, Gail DiPane, said at the last meeting in closed session - we need to stop all of this and focus on the children. I know I agreed with her. It would be so nice if everyone could do the same.

On Nov 2, 2023, at 10:29 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

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Have a good evening.

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Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>

Sent: Thursday, November 2, 2023 10:16:24 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

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Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member. She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manor that reflects that.

Michelle

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

Sent: Thursday, November 2, 2023 9:30:20 PM

To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

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Katie Fabiano
Board Member
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Have a good evening.

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Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
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Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member. She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manor that reflects that.

Michelle

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Subject: Re: Anonymous Facebook posts
Attachments: image001.png

Katie -

The issue at hand is whether or not the meeting was started for the public and if the public could hear what was being discussed. Who was logged on has no bearing and therefore not appropriate for any board member to request. More importantly Board members don't direct the superintendent to do anything, especially conflicted ones at that.

Chrissy

On Nov 3, 2023, at 4:26 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

Thank you, Dr. Chanley,

I have also spoken with a WebEx representative today.

If you could kindly ask IT for a list of panelists and participants with their login names and times when you speak with them, it would be greatly appreciated.

Enjoy the fall recess.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

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Sent: Friday, November 3, 2023 2:52:34 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
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Subject: RE: Anonymous Facebook posts

Yes Madame President,

Upon our return to the district, I will commence the investigation.

Thank you.

Kindly,

Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
732-521-1500

“Education is not a preparation for life; education is life itself.” - John Dewey

The Monroe Public Schools in collaboration with the members of the community shall ensure that all children receive an exemplary education by well-trained committed staff in a safe and orderly environment.

SUCCESS IS ALWAYS A TEAM EFFORT!!

<image001.png>

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Cc: Chari.Chanley@Monroe.K12.NJ.US; Peter.Tufano@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Reeshemah.Zielinski@Monroe.K12.NJ.US
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Thank you.

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Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
732-521-1500

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In all honesty, it doesn't matter what I say. You are always right and I could present factual documents to you and I would still be wrong. I am done discussing this matter.

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I will not be resigning from any committee or the board.

I am very happy with my reflection in the mirror.

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example and I live and work by her ethics and standards every single day. I wish I could say the same for everyone here.

Have a good evening.

All good things,
Katie Fabiano
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From: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>
Sent: Thursday, November 2, 2023 10:16:24 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

When I joined the broadcast at approximately 7pm last night for BG&T I did not hear this conversation or Mr. Tufano make this statement. For all anyone would know he could have been talking about anything not related to the school district prior to the meeting starting. It's an absolute shame that troublemakers in the community would use any opportunity to twist words and misconstrue context of a conversation, just to keep stirring the pot!

Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member. She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manner that reflects that.

Michelle

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From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Thursday, November 2, 2023 9:30:20 PM
To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
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Subject: Re: Anonymous Facebook posts

Mr Tufano -

I can assure you that it was not me. When I was made a panelist for the meeting, I asked if the public could hear the conversation taking place and I was told NO at least twice. That means either someone present posted that on social media or as you said, someone remote allowed others to have access to the meeting with them as a panelist. I had conversations with Dr Chanley today about the video posted and it was not altered in any way. The start of the meeting on the video is exactly when the public was able to hear what was being said and those comments were not broadcast publicly.

I understand how alarming this is. It's not the first time things are posted to social media anonymously which have only been discussed among board members in closed session or info from the confidential reports.

You aren't the first committee chair to request Mrs Fabiano be removed from a committee. It happened with Personnel last year when things from the committee meeting would mysteriously make it on social media and Mr Nikitinsky asked for her to be removed. She resigned from that committee that year. While I do have the authority to appoint board members to committees, I hesitate to remove board members. However, as you have made me aware of the legal action Mrs Fabiano's husband has taken against you, perhaps it makes sense to not have her on any committee with you. There is a similar situation with another board member Mr Fabiano has a legal complaint against, so it would only be fair to treat these situations the same.

The real shame is that the meeting was very good and very productive. It was focused on fixing a field that has not been properly maintained over the years. Somehow, I was the target of psycho babble by an anonymous post about it. As Board members we should be focused on making our district the best it can be for our students. It's sad that some just want to try to tear it down simply because they didn't get their way. Students come first....at least for some of us.

Have a good evening.

Chrissy

> On Nov 2, 2023, at 5:20 PM, Peter Tufano
<Peter.Tufano@monroe.k12.nj.us> wrote:

>

> Before the public broadcast of the meeting, I expressed my frustration by stating, "I don't give a shit" in response to the actions of a small group of individuals within our community who consistently target the superintendent, the board President, and several board members. In my opinion these individuals care nothing about our students.

>

> During the meeting, there were 7 individuals present in person and 3 participating remotely. I am requesting a thorough investigation to identify the source of the information leak to the public. It is possible that one of the remote board members had someone with a penchant for causing trouble within the community present in the room with them. I am deeply troubled by this behavior and believe that action must be taken.

>

> In the upcoming meeting, I intend to propose ending the live broadcasting of these committee meetings to address this issue.

>

> Furthermore, in this email, I formally request the removal of Katie Fabiano from the BGT committee. I do not currently have confidence in working with her.

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Not according to when the meeting started for the attendees. Your conversation with an online webex consultant that has zero idea how our district is set up. LOL. Seriously. That's what you bring to the table. Unreal. LOL.

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Not when it comes to the audio that can be heard. Unless panelists are placed in a completely separate "break out room", which we are not, panelists and participants will hear the same audio since we are all on the same link. But please let IT confirm that.

Attached is my conversation with WebEx. This should set the record straight.

Have a nice weekend.

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Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

When I joined the broadcast at approximately 7pm last night for BG&T I did not hear this conversation or Mr. Tufano make this statement. For all anyone would know he could have been talking about anything not related to the school district prior to the meeting starting. It's an absolute shame that troublemakers in the community would use any opportunity to twist words and misconstrue context of a conversation, just to keep stirring the pot!

Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member. She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manor that reflects that.

Michelle

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From: Chrissy Skurbe

<Chrissy.Skurbe@monroe.k12.nj.us>

Sent: Thursday, November 2, 2023 9:30:20 PM

To: Peter Tufano

<Peter.Tufano@monroe.k12.nj.us>

Cc: Chari Chanley

<Chari.Chanley@Monroe.K12.NJ.US>; Gazala

Bohra <Gazala.Bohra@monroe.k12.nj.us>;

Michelle Scott

<Michelle.Scott@monroe.k12.nj.us>; Katie

Fabiano <Katie.Fabiano@monroe.k12.nj.us>

Subject: Re: Anonymous Facebook posts

Mr Tufano -

I can assure you that it was not me. When I was made a panelist for the meeting, I asked if the public could hear the conversation taking place and I was told NO at least twice. That means either someone present posted that on social media or as you said, someone remote allowed others to have access to the meeting with them as a panelist. I had conversations with Dr Chanely today about the video posted and it was not altered in any way. The start of the meeting on the video is exactly when the public was able to hear what was being said and those comments were not broadcast publicly.

I understand how alarming this is. It's not the first time things are posted to social media anonymously which have only been discussed among board members in closed session or info from the confidential reports.

You aren't the first committee chair to request Mrs Fabiano be removed from a committee. It happened with Personnel last year when things from the committee meeting would mysteriously make it on social media and Mr Nikitinsky asked for her to be removed. She resigned from that committee that year. While I

do have the authority to appoint board members to committees, I hesitate to remove board members. However, as you have made me aware of the legal action Mrs Fabiano's husband has taken against you, perhaps it makes sense to not have her on any committee with you. There is a similar situation with another board member Mr Fabiano has a legal complaint against, so it would only be fair to treat these situations the same.

The real shame is that the meeting was very good and very productive. It was focused on fixing a field that has not been properly maintained over the years. Somehow, I was the target of psycho babble by an anonymous post about it. As Board members we should be focused on making our district the best it can be for our students. It's sad that some just want to try to tear it down simply because they didn't get their way. Students come first....at least for some of us.

Have a good evening.

Chrissy

> On Nov 2, 2023, at 5:20 PM, Peter Tufano
<Peter.Tufano@monroe.k12.nj.us> wrote:

>

> Before the public broadcast of the meeting, I expressed my frustration by stating, "I don't give a shit" in response to the actions of a small group of individuals within our community who consistently target the superintendent, the board President, and several board members. In my opinion these individuals care nothing about our students.

>

> During the meeting, there were 7 individuals present in person and 3 participating remotely. I am requesting a thorough investigation to identify the source of the information leak to the public. It is possible that one of the remote board members had someone with a penchant for causing trouble within the community present in the room with them. I am deeply troubled by this behavior and believe that action must be taken.

>

> In the upcoming meeting, I intend to propose ending the live broadcasting of these committee meetings to address this issue.

>

> Furthermore, in this email, I formally request the removal of Katie Fabiano from the BGT committee. I do not currently have confidence in working with her.

<Screenshot 2023-11-04 104959.png>

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/04/2023 03:53:09 PM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: Chari.Chanley@Monroe.K12.NJ.US; Peter.Tufano@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: Re: Anonymous Facebook posts

I have 100% knowledge of how technology works and how our district is set up. We can wait to hear from IT but I'm sure your husband will object as always. Perhaps you should answer Vito's email for Yesterday.

On Nov 4, 2023, at 3:21 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

You obviously have no idea how technology or virtual platforms work. It has nothing to do with district set up, but the platform itself.

Like I said, I can present you with factual information and I will still be wrong. Looking forward to hearing from IT after the break.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Saturday, November 4, 2023 2:27:21 PM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Re: Anonymous Facebook posts

Not according to when the meeting started for the attendees. Your conversation with an online webex consultant that has zero idea how our district is set up. LOL. Seriously. That's what you bring to the table. Unreal. LOL.

On Nov 4, 2023, at 10:52 AM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

Not when it comes to the audio that can be heard. Unless panelists are placed in a completely separate "break out room", which we are not, panelists and participants will hear the same audio since we are all on the same link. But please let IT confirm that.

Attached is my conversation with WebEx. This should set the record straight.

Have a nice weekend.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Saturday, November 4, 2023 8:58:15 AM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Re: Anonymous Facebook posts

There is 1 issue at hand. When did the public meeting begin. I'd like to see if you were logged on as a panelist when Mr Tufano made that statement. Panelists and attendees on a webex are different and have different capabilities.

On Nov 4, 2023, at 7:58 AM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

There is a difference between asking and directing and I am very well aware of the difference between the two. As a board member, I am allowed to ask for information. You, as a transparent board president, should want board members to have access to all information that they are allowed.

Secondly, who was logged in and when is also very important because WHEN IT confirms what I said is accurate then we will be able to see who was on, when, and who could have "leaked" any of the public audio that was heard.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 7:51:38 PM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Re: Anonymous Facebook posts

Katie -

The issue at hand is whether or not the meeting was started for the public and if the public could hear what was being discussed. Who was logged on has no bearing and therefore not appropriate for any board member to request. More importantly Board members don't direct the superintendent to do anything, especially conflicted ones at that.

Chrissy

On Nov 3, 2023, at 4:26 PM, Katie Fabiano
<Katie.Fabiano@monroe.k12.nj.us> wrote:

Thank you, Dr. Chanley,

I have also spoken with a WebEx representative today.

If you could kindly ask IT for a list of panelists and participants with their login names and times when you speak with them, it would be greatly appreciated.

Enjoy the fall recess.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Friday, November 3, 2023 2:52:34 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>

Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: Anonymous Facebook posts

Yes Madame President,

Upon our return to the district, I will commence the investigation.

Thank you.

Kindly,

Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
732-521-1500

“Education is not a preparation for life; education is life itself.” - John Dewey

The Monroe Public Schools in collaboration with the members of the community shall ensure that all children receive an exemplary education by well-trained committed staff in a safe and orderly environment.

SUCCESS IS ALWAYS A TEAM EFFORT!!

<image001.png>

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 2:51 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Dr Chanley -

Can you please investigate this with IT. I would like to get an official report detailing when and how they begin meetings and who can hear what is going on.

I know when I logged on I could see everyone but I could not hear anything until I was made a panelist.

Chrissy

On Nov 3, 2023, at 2:07 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

We are going to have to agree to disagree then since you weren't on my computer and I wasn't on yours. When I logged in, I could see that I was a participant on the right hand side of my screen and could hear everything. I could still hear everything when I was moved over to being a panelist. As I

said before, we use the same link as the public. It is not possible for there to be two separate ways to have access to audio when you are on the same link. Either everyone who is on the link will hear if the sound is on, or everyone on the link will not hear if the sound is off. You can't give access to audio to only a select group of people who are using the same link.

In all honesty, it doesn't matter what I say. You are always right and I could present factual documents to you and I would still be wrong. I am done discussing this matter.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community Engagement

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 10:42 AM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Katie -

That is incorrect. When you were moved over as a panelist, you were able to hear the conversation. I know this because when I joined I couldn't hear anything until I was moved over as a panelist. The meeting wasn't "live" to the public at that time. It wasn't being recorded until the time the meeting actually began and was made public to those watching as attendees. Dr Chanley confirmed with IT that no portion of the video was edited. Mr Tufano's comments and all the conversation taking place was only able to be heard from the panelist and those in person.

Chrissy

On Nov 3, 2023, at 9:27 AM, Michelle Scott <Michelle.Scott@monroe.k12.nj.us> wrote:

How would you have a screen shot of the time the video started if it's not currently available online where the comment was made? Did IT publish the unedited footage? If not, it would answer the question as to the meeting being recorded on your screen?

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From: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 9:19:06 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Here is an attachment of the time the video

starts. It shows the video starts playing at 19 seconds implying the recording began sooner.

The link we use to join the meeting is the same as the public. We are then moved from being a participant to a panelist by the host. There is no way for audio to be muted for only participants. The link was live when I joined initially as participant as I could hear everyone talking in the room which means that anyone who joined the meeting as a member of the public would hear it also.

I will not be resigning from any committee or the board.

I am very happy with my reflection in the mirror.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and Community
Engagement

From: Chrissy Skurbe
<Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Friday, November 3, 2023 7:27:34 AM
To: Katie Fabiano
<Katie.Fabiano@monroe.k12.nj.us>
Cc: Michelle Scott
<Michelle.Scott@monroe.k12.nj.us>; Peter
Tufano <Peter.Tufano@monroe.k12.nj.us>; Chari
Chanley <Chari.Chanley@Monroe.K12.NJ.US>;
Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

The Board of Education is not dysfunctional. There are many members of this board that devote their time to our district for the good of the students and staff.. I am proud, as part of the board leadership, of the things this board has accomplished and the positive changes that have resulted in student success.

I would have zero idea how many seconds there was talking before the meeting officially begun unless I was recording the screen as soon as I logged on -which I wasn't. That leads to a real concern in this incident.

IT does not begin recoding and does not make the meeting live until directed by the chair of the meeting. I specifically asked if the public could hear the discussion and I was told NO. Only Board members who logged in with the link shared and were panelists were able to hear at that moment. The meeting was NOT live when that comment was made. Therefore it was either someone in person, which did not include anyone in the audience, or a board member who was remote.

What is so very frustrating is these incidents that just continue to highlight how certain members have no interest but to attack their fellow board members and try to halt the good work being done.

As one of our newer board members, Gail DiPane, said at the last meeting in closed session - we need to stop all of this and focus on the children. I know I agreed with her. It would be so nice if everyone could do the same.

On Nov 2, 2023, at 10:29 PM, Katie Fabiano
<Katie.Fabiano@monroe.k12.nj.us>
wrote:

The online version of the video is missing the first 19 seconds. If this video is unedited, where is the rest of the recording?

I did, in fact, hear Mr. Tufano make that statement which means that the stream was already live and the public could hear it as well. Perhaps we should ask IT for a list of participants who were logged into the meeting?

I am sick and tired of being accused of things because our board leadership and some of its members are completely dysfunctional. What would Dr. Magistro think? First off, she would be insulted that you spelt her name wrong. Secondly, she would think that this board is a disgrace and an embarrassment. Never, in all of her years of leadership, or in my years as an educator, has there been such unethical, ridiculous behavior from the ones who are supposed to set the example for our students. Do not ever mention her name to me again where you use her to try and insult me. She led by example and I live and work by her ethics and standards every single day. I wish I could say the same for everyone here.

Have a good evening.

All good things,
Katie Fabiano
Board Member
Chair of Legislative Action and
Community Engagement

From: Michelle Scott
<Michelle.Scott@monroe.k12.nj.us>
Sent: Thursday, November 2, 2023
10:16:24 PM
To: Chrissy Skurbe
<Chrissy.Skurbe@monroe.k12.nj.us>;
Peter Tufano

<Peter.Tufano@monroe.k12.nj.us>
Cc: Chari Chanley
<Chari.Chanley@Monroe.K12.NJ.US>;
Gazala Bohra
<Gazala.Bohra@monroe.k12.nj.us>;
Katie Fabiano
<Katie.Fabiano@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

When I joined the broadcast at approximately 7pm last night for BG&T I did not hear this conversation or Mr. Tufano make this statement. For all anyone would know he could have been talking about anything not related to the school district prior to the meeting starting. It's an absolute shame that troublemakers in the community would use any opportunity to twist words and misconstrue context of a conversation, just to keep stirring the pot!

Ms. Fabiano, if what is being relayed is true I would ask of you what would Joanne Magestro Stankiewicz think of this type of behavior? God rest her soul, I'm sure she would not think it ethical nor becoming of a board member. She is a woman we both highly respected and in honor of that respect and admiration should behave as board members in a manner that reflects that.

Michelle

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From: Chrissy Skurbe
<Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Thursday, November 2, 2023 9:30:20 PM
To: Peter Tufano
<Peter.Tufano@monroe.k12.nj.us>
Cc: Chari Chanley
<Chari.Chanley@Monroe.K12.NJ.US>;
Gazala Bohra
<Gazala.Bohra@monroe.k12.nj.us>;
Michelle Scott
<Michelle.Scott@monroe.k12.nj.us>;
Katie Fabiano
<Katie.Fabiano@monroe.k12.nj.us>
Subject: Re: Anonymous Facebook posts

Mr Tufano -

I can assure you that it was not me. When I was made a panelist for the meeting, I asked if the public could hear the conversation taking place and I was told NO at least twice. That means either someone present

posted that on social media or as you said, someone remote allowed others to have access to the meeting with them as a panelist. I had conversations with Dr Chaneley today about the video posted and it was not altered in any way. The start of the meeting on the video is exactly when the public was able to hear what was being said and those comments were not broadcast publicly.

I understand how alarming this is. It's not the first time things are posted to social media anonymously which have only been discussed among board members in closed session or info from the confidential reports.

You aren't the first committee chair to request Mrs Fabiano be removed from a committee. It happened with Personnel last year when things from the committee meeting would mysteriously make it on social media and Mr Nikitinsky asked for her to be removed. She resigned from that committee that year. While I do have the authority to appoint board members to committees, I hesitate to remove board members. However, as you have made me aware of the legal action Mrs Fabiano's husband has taken against you, perhaps it makes sense to not have her on any committee with you. There is a similar situation with another board member Mr Fabiano has a legal complaint against, so it would only be fair to treat these situations the same.

The real shame is that the meeting was very good and very productive. It was focused on fixing a field that has not been properly maintained over the years. Somehow, I was the target of psycho babble by an anonymous post about it. As Board members we should be focused on making our district the best it can be for our students. It's sad that some just want to try to tear it down simply because they didn't get their way. Students come first....at least for some of us.

Have a good evening.

Chrissy

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<Peter.Tufano@monroe.k12.nj.us>

wrote:

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> Before the public broadcast of the meeting, I expressed my frustration by stating, "I don't give a shit" in response to the actions of a small group of individuals within our community who consistently target the superintendent, the board President, and several board members. In my opinion these individuals care nothing about our students.

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> During the meeting, there were 7 individuals present in person and 3 participating remotely. I am requesting a thorough investigation to identify the source of the information leak to the public. It is possible that one of the remote board members had someone with a penchant for causing trouble within the community present in the room with them. I am deeply troubled by this behavior and believe that action must be taken.

>

> In the upcoming meeting, I intend to propose ending the live broadcasting of these committee meetings to address this issue.

>

> Furthermore, in this email, I formally request the removal of Katie Fabiano from the BGT committee. I do not currently have confidence in working with her.

<Screenshot 2023-11-04 104959.png>

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/08/2023 09:47:55 AM
To: Carmen.Alvarez@monroe.k12.nj.us
Cc: Peter.Tufano@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US
Subject: Re: something Disturbing

Good morning Carmen -

I'd like to understand how you are making claims about what trainings Mr Tufano has completed. Can you share the source of your information. I don't have that information as the Board President so I'd like to know where you obtained it.

Thank you.

Chrissy

On Nov 7, 2023, at 5:04 PM, Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us> wrote:

"I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts"

I consider the above statement a threat to my job. So please do read it into the record. If not, I most certainly will. Again, this is not a board matter. Maybe if you had completed Governance 3 you would know that.

Have a good evening.

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 4:56:37 PM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

I am glad you feel this way

I will be reading this text message and your response at the upcoming board meeting..
I HAVE IN NO WAY THREATENED YOU

I WILL JUST BE READING WHAT YOUR HUSBAND SENT TO ME

STUDENTS FIRST

PETER TUFANO

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 4:50:21 PM
To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Mr Tufano,

I am responding to you about your issue. I have no knowledge of the text messages you are speaking about, nor do I care to read them. If my husband sent you messages that bother you, I suggest you handle it the same way that he handled it when you shouted at him "Get a job loser!" Additionally, I am confused as to why you are involving the board in your issue. Was this sent to your board email address? Obviously, it wasn't, so it is not a board issue.

Lastly, you are violating the state code of ethics by threatening my job. If you continue with these threats, I will have to pursue the proper channels. I am appalled that board leadership has not stepped in to stop emails such as these that have nothing to do with our students or school district and that threaten a fellow board member's job and livelihood.

Remember Mr. Tufano, students first.

Regards,
Carmen Alvarez

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 3:15 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>
Subject: Re: something Disturbing

In full transparency for the board, I received at 11:34pm on Saturday, November 4th these vile texts messages from a phone number not in my contacts. These text messages included racists, misogynistic and vile statements toward my significant other. The sender described sexual acts he performed on my "RICAN" wife. The message also contained an accusation of my wife having sexual relations with a minor.

On Monday, November 5th, I come to shockingly find out that these messages are from Mark Hershman, my board colleague, Carmen Alvarez's husband. This is the same man that came to a board meeting right after she was sworn in and threatened violence against a member of the public, resulting in a police report being filed at that time. After discovering that these messages came from Carmen's husband, I promptly called the Monroe Township Police Dept and filed a report. I plan to pursue charges for a hate crime and Harassment crime against me and my family. To that end, I am immediately requesting Carmen resign to avoid these text messages from being shared with the public. I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts.

We have had a hard time coming together as a Board. This latest action is crossing the line beyond belief. Over the last 6 months, the amount of emails from Carmen, distracting us from our role as a board member, to argue and fight a personal vendetta over more than 1 board member has been exhausting and counterproductive to what we are here for. She declared "sides" and "teams" before she was even sworn on the Board. Since January, there has been countless times Carmen has shown her true reasons for being on the Board, which is not for the kids or the good of the district. She knew every reason why the Athletic Supervisor was not being renewed, yet she argued and carried on for weeks about the job descriptions. She conducted her own reference checks on the Athletic Director, which is a clear violation of the ethics code. Additionally, she agreed to support Gazala for Vice President when Karen resigned but then reneged and said she didn't "trust Gazala to advocate for her team". Again, separating a Board into teams. That is not at all what our Board is supposed to be. Then we have the "team call-out" of the September meeting because Carmen thought the board only needed 4 votes to appoint the vacant seat – she failed to check the facts. Had she looked into it, she would have known the numbers to appoint was 5 board members no matter if Gail was on vacation or not. Carmen created animosity with our sending district by insisting that Michelle Scott not be able to vote on the vacant seat, even after the county superintendent, school boards and the Jamesburg attorney all said she could. Carmen then voted NO for Matt Gorham and then immediately wrote an email the next day saying she regretting voting NO and she only did because of posts she read on Facebook she felt were political. I answered back her emails and I told her that she owed the board president an apology for her viscous attack before the Sept meeting where she claimed Ms. Shah would be appointed. I still think she owes not only the board president an apology, but the whole board deserves one. This attack on me and my family comes right after my emails pointing out the truth. This is an unacceptable reaction from her husband. Spouses have no place on the board and should not be getting involved in board business and should not be dragged into any of this. Accusations of child rape that is the worst thing any board member can be a part of. Any action against a child should be condemned.

We are suppose to be working together for the kids. I was very happy to hear Gail expressing her disgust with it all when she said that need to stop all of this and focus on what we are here for – THE KIDS!

STUDENTS FIRST

PETER TUFANO

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 12:57:31 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject:

Just confirming that no board members have any idea who this number belongs to

STUDENTS FIRST

PETER TUFANO

From: Peter Tufano

Sent: Monday, November 6, 2023 7:15:18 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject: Phone number

DOES ANYONE KNOW WHOS NUMBER THIS IS

[REDACTED]

STUDENTS FIRST

PETER TUFANO

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/09/2023 10:03:56 AM
To: Carmen.Alvarez@monroe.k12.nj.us
Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us;
Cc: Kathleen.Belko@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; Gail.DiPane@monroe.k12.nj.us; VAGagliardi@pbnlaw.com;
Peter.Tufano@monroe.k12.nj.us
Subject: Re: something Disturbing

Carmen -

I see that you included Vito on this email as well, so thank you. I did have a conversation with him about this. I was advised that [REDACTED]

As far as the trainings go, the Board is in compliance with the mandatory training requirements.

If you or Pete have any questions and want to speak to the Board Attorney about this, I am more than happy to arrange a call.

Chrissy

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 8:24 AM
To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Vito A. Gagliardi <VAGagliardi@pbnlaw.com>
Subject: Re: something Disturbing

DO NOT REPLY ALL

Mr. Tufano,

I consulted with an attorney yesterday about the recent emails you have sent to me, the entire board, and the superintendent. I was advised that a board member that attempts to blackmail another board member by threatening the safety and social and emotional wellbeing of their children, **the same children that you took an oath to protect**, is putting the district/board at risk of litigation.

"When I read this next Wednesday your school district as well as the community you and your children live in will be made aware. I was trying to spare you and your family that public humiliation! I made no threats just warned you of this humiliation and how you can avoid it!"

If you read any statements publicly that threaten the safety and welfare of my children, I will pursue litigation against this board and this school district immediately. The superintendent and the board leadership have been cc'd on these emails and have allowed them to continue. None of you are doing what you swore under oath you would do which is to protect the safety and wellbeing of the children we all serve. My children will not be harmed by a board member that this school district has allowed to remain in his seat even though he has not completed state mandated trainings.

I will not allow my family or my job to be threatened by members of this board.

Regards,

Carmen Alvarez, MSW, LSW, M.A.Ed.
Board Member

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Wednesday, November 8, 2023 6:57 PM

To: Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>

Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Re: something Disturbing

That's great Gail

When I was accused of robbing a local store you had no issue with people who put it in an email

But now this is bothering you?

Carmen's husband harassing me and saying he had sex with my wife and that my wife had sex with a minor is supposed to make our board run more functional?

You didnt once mention in your email how disgusted you were at his behavior...why?

If I texted your husband and told him I had anal sex with you would you ask for my resignation?

I bet it would be board business worthy then wouldn't it

I am so sick of the one sided bullshit!

Okay for me but not thee!

I can't wait to read that text message to the public a week from now.

Have a wonderful night

STUDENTS FIRST

PETER TUFANO

From: Gail DiPane <Gail.DiPane@monroe.k12.nj.us>

Sent: Wednesday, November 8, 2023 6:46:20 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>

Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Re: something Disturbing

I see my name on this email thread . In my opinion this email thread, started by Mr. Tufano, shouldn't be on our board emails at all. I personally don't want to hear or see that language in print on our emails. If you have a problem with someone who is not a board member or a board member just call them and take care of it outside of board emails.

What I said at the last closed session was meant for everyone in that room, including myself. We are not working together for the good of the district. Some people on this board have their own agendas and it seems to me that their agenda is to constantly try to hurt people and ask them to resign from the board and talk about them when they are not at a meeting to defend themselves. What is everyone afraid of? Losing your job? We are not getting paid enough to have to put up with all these personal attacks and issues.

We need to put more effort in stopping this nonsense, we are all adults.

I will be making a report at the next meeting on what I learned at convention about boardsmanship.

Take care.

Gail

PS -Ms.Skurbe all of our trainings are public record. I asked NJSBA.

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Wednesday, November 8, 2023 9:47 AM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Good morning Carmen -

I'd like to understand how you are making claims about what trainings Mr Tufano has completed. Can you share the source of your information. I don't have that information as the Board President so I'd like to know where you obtained it.

Thank you.

Chrissy

On Nov 7, 2023, at 5:04 PM, Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us> wrote:

"I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts"

I consider the above statement a threat to my job. So please do read it into the record. If not, I most certainly will. Again, this is not a board matter. Maybe if you had completed Governance 3 you would know that.

Have a good evening.

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 4:56:37 PM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

I am glad you feel this way

I will be reading this text message and your response at the upcoming board meeting..
I HAVE IN NO WAY THREATENED YOU

I WILL JUST BE READING WHAT YOUR HUSBAND SENT TO ME

STUDENTS FIRST

PETER TUFANO

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 4:50:21 PM
To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Mr Tufano,

I am responding to you about your issue. I have no knowledge of the text messages you are speaking about, nor do I care to read them. IF my husband sent you messages that bother you, I suggest you handle it the same way that he handled it when you shouted at him "Get a job loser!" Additionally, I am confused as to why you are involving the board in your issue. Was this sent to your board email address? Obviously, it wasn't, so it is not a board issue.

Lastly, you are violating the state code of ethics by threatening my job. If you continue with these threats, I will have to pursue the proper channels. I am appalled that board leadership has not stepped in to stop emails such as these that have nothing to do with our students or school district and that threaten a fellow board member's job and livelihood.

Remember Mr. Tufano, students first.

Regards,
Carmen Alvarez

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 3:15 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject: Re: something Disturbing

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STUDENTS FIRST

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Subject:

Just confirming that no board members have any idea who this number belongs to

STUDENTS FIRST

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Sent: Monday, November 6, 2023 7:15:18 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject: Phone number

DOES ANYONE KNOW WHOS NUMBER THIS IS

[REDACTED]

STUDENTS FIRST

PETER TUFANO

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/09/2023 01:19:38 PM
To: Carmen.Alvarez@monroe.k12.nj.us
Cc: Gazala.Bohra@monroe.k12.nj.us; Chari.Chanley@Monroe.K12.NJ.US; VAGagliardi@pbnlaw.com; Laura.Allen@Monroe.K12.NJ.US; Peter.Tufano@monroe.k12.nj.us
Subject: Re: something Disturbing

Carmen -

I can assure you that I am not a party to any of this.

Perhaps you and Pete should go to law enforcement and figure this out.

Chrissy

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 11:59 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Vito A. Gagliardi <VAGagliardi@pbnlaw.com>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Mr. Gagliardi,

[REDACTED]

[REDACTED]

[REDACTED]

Best regards,

Carmen Alvarez, MSW, LSW, M.Ed.
Board Member
Monroe Township Schools

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Thursday, November 9, 2023 10:03 AM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Vito A. Gagliardi <VAGagliardi@pbnlaw.com>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
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Carmen -

I see that you included Vito on this email as well, so thank you. I did have a conversation with him about this. I was advised that [REDACTED]

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If you or Pete have any questions and want to speak to the Board Attorney about this, I am more than happy to arrange a call.

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DO NOT REPLY ALL

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Board Member

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STUDENTS FIRST

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Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

I see my name on this email thread . In my opinion this email thread, started by Mr. Tufano, shouldn't be on our board emails at all. I personally don't want to hear or see that language in print on our emails. If you have a problem with someone who is not a board member or a board member just call them and take care of it outside of board emails.

What I said at the last closed session was meant for everyone in that room, including myself. We are not working together for the good of the district. Some people on this board have their own agendas and it seems to me that their agenda is to constantly try to hurt people and ask them to resign from the board and talk about them when they are not at a meeting to defend themselves. What is everyone afraid of? Losing your job? We are not getting paid enough to have to put up with all these personal attacks and issues.

We need to put more effort in stopping this nonsense, we are all adults.

I will be making a report at the next meeting on what I learned at convention about boardsmanship.

Take care.
Gail

PS -Ms.Skurbe all of our trainings are public record. I asked NJSBA.

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Wednesday, November 8, 2023 9:47 AM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Good morning Carmen -

I'd like to understand how you are making claims about what trainings Mr Tufano has completed. Can you share the source of your information. I don't have that information as the Board President so I'd like to know where you obtained it.

Thank you.

Chrissy

On Nov 7, 2023, at 5:04 PM, Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us> wrote:

"I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts"

I consider the above statement a threat to my job. So please do read it into the record. If not, I most certainly will. Again, this is not a board matter. Maybe if you had completed Governance 3 you would know that.

Have a good evening.

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 4:56:37 PM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

I am glad you feel this way

I will be reading this text message and your response at the upcoming board meeting..
I HAVE IN NO WAY THREATENED YOU

I WILL JUST BE READING WHAT YOUR HUSBAND SENT TO ME

STUDENTS FIRST

PETER TUFANO

From: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Sent: Tuesday, November 7, 2023 4:50:21 PM
To: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: Re: something Disturbing

Mr Tufano,

I am responding to you about your issue. I have no knowledge of the text messages you are speaking about, nor do I care to read them. IF my husband sent you messages that bother you, I suggest you handle it the same way that he handled it when you shouted at him "Get a job loser!" Additionally, I am confused as to why you are involving the board in your issue. Was this sent to your board email address? Obviously, it wasn't, so it is not a board issue.

Lastly, you are violating the state code of ethics by threatening my job. If you continue with these threats, I will have

to pursue the proper channels. I am appalled that board leadership has not stepped in to stop emails such as these that have nothing to do with our students or school district and that threaten a fellow board member's job and livelihood.

Remember Mr. Tufano, students first.

Regards,
Carmen Alvarez

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 3:15 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject: Re: something Disturbing

In full transparency for the board, I received at 11:34pm on Saturday, November 4th these vile texts messages from a phone number not in my contacts. These text messages included racists, misogynistic and vile statements toward my significant other. The sender described sexual acts he performed on my "RICAN" wife. The message also contained an accusation of my wife having sexual relations with a minor.

On Monday, November 5th, I come to shockingly find out that these messages are from Mark Hershman, my board colleague, Carmen Alvarez's husband. This is the same man that came to a board meeting right after she was sworn in and threatened violence against a member of the public, resulting in a police report being filed at that time. After discovering that these messages came from Carmen's husband, I promptly called the Monroe Township Police Dept and filed a report. I plan to pursue charges for a hate crime and Harassment crime against me and my family. To that end, I am immediately requesting Carmen resign to avoid these text messages from being shared with the public. I ask that she does the right thing to avoid the public humiliation and the unnecessary negative attention to the Monroe Twp and Elizabeth School Districts.

We have had a hard time coming together as a Board. This latest action is crossing the line beyond belief. Over the last 6 months, the amount of emails from Carmen, distracting us from our role as a board member, to argue and fight a personal vendetta over more than 1 board member has been exhausting and counterproductive to what we are here for. She declared "sides" and "teams" before she was even sworn on the Board. Since January, there has been countless times Carmen has shown her true reasons for being on the Board, which is not for the kids or the good of the district. She knew every reason why the Athletic Supervisor was not being renewed, yet she argued and carried on for weeks about the job descriptions. She conducted her own reference checks on the Athletic Director, which is a clear violation of the ethics code. Additionally, she agreed to support Gazala for Vice President when Karen resigned but then reneged and said she didn't "trust Gazala to advocate for her team". Again, separating a Board into teams. That is not at all what our Board is supposed to be. Then we have the "team call-out" of the September meeting because Carmen thought the board only needed 4 votes to appoint the vacant seat – she failed to check the facts. Had she looked into it, she would have known the numbers to appoint was 5 board members no matter if Gail was on vacation or not. Carmen created animosity with our sending district by insisting that Michelle Scott not be able to vote on the vacant seat, even after the county superintendent, school boards and the Jamesburg attorney all said she could. Carmen then voted NO for Matt Gorham and then immediately wrote an email the next day saying she regretting voting NO and she only did because of posts she read on Facebook she felt were political. I answered back her emails and I told her that she owed the board president an apology for her viscous attack before the Sept meeting where she claimed Ms. Shah would be appointed. I still think she owes not only the board president an apology, but the whole board deserves one. This attack on me and my family comes right after my emails pointing out the truth. This is an unacceptable reaction from her husband. Spouses have no place on the board and should not be getting involved in board business and should not be dragged into any of this. Accusations of child rape that is the worst thing any board member can be a part of. Any action against a child should be condemned.

We are suppose to be working together for the kids. I was very happy to hear Gail expressing her disgust with it all when she said that need to stop all of this and focus on what we are here for – THE KIDS!

STUDENTS FIRST

PETER TUFANO

From: Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Sent: Tuesday, November 7, 2023 12:57:31 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject:

Just confirming that no board members have any idea who this number belongs to

STUDENTS FIRST

PETER TUFANO

From: Peter Tufano

Sent: Monday, November 6, 2023 7:15:18 PM

To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>

Subject: Phone number

DOES ANYONE KNOW WHOS NUMBER THIS IS

[REDACTED]

STUDENTS FIRST

PETER TUFANO

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 11/14/2023 03:18:18 PM
To: Reeshemah.Zielinski@Monroe.K12.NJ.US; Chari.Chanley@Monroe.K12.NJ.US
Subject: Re: Revised Board Agenda
Attachments: Revised Agenda.pdf Suspension Report October 2023 HSrev.pdf Propio LS, LLC.pdf

Regarding the donations - Who is actually donating it? Is it from the booster club or the parents? There are not separate parent booster clubs. Just want to make sure we word it accurately so there isn't confusion.

On Nov 14, 2023, at 2:37 PM, Reeshemah Zielinski <Reeshemah.Zielinski@monroe.k12.nj.us> wrote:

Good afternoon,

The following additions/revisions were made to the agenda:

Superintendent's Report/Recommendation - Personnel (9 member vote)

Additions

S. It is recommended by the Superintendent of Schools that the Board approve a medical leave of absence to **Ms. Hildelisa Espinal**, teacher of spanish at MTMS, effective November 17, 2023 through January 1, 2024 in accordance with Article 17 paragraph B.2 in the collective negotiation agreement between the Monroe Township Board of Education and the Monroe Township Education Association covering the period July 1, 2023 through June 30, 2026. It is further recommended that this leave shall be unpaid except to the extent of any sick days to which Ms. Espinal may be entitled to.

AH. It is recommended by the Superintendent of Schools that the Board appoint Ms. Patricia Smith, Acting Principal for MTMS at a salary of \$119,419.23 + \$4,350 for MA+30, plus 20 years longevity prorated, retroactive to November 15, 2023 through December 23, 2023 (account no. 11-000-240-103-000-080).

Superintendent's Report/Recommendation – Board Action (10 member vote)

Revision

D. *It is recommended by the Superintendent of Schools that the Board approve the previously submitted Student Suspension Report for the month of October 2023. (See revised report attached. The revisions are in yellow)

Addition

M. *It is recommended by the Superintendent of Schools that the Board approve the previously submitted agreement between Propio LS, LLC and the Monroe Township School District to provide on-demand interpretation services on an as needed basis for the 2023-2024 school year (first year of a three year agreement). Agreement attached

Superintendent's Report/Recommendation – Board Action (9 member vote)

Correction

S. It is recommended by the Superintendent of Schools that the Board approve the following Penn Medicine programs to be held at the Monroe Township Middle School:

Health Fair - March 14, 2024 (The Health Fair is March 14, 2024; not March 19, 2024)

Additional items for Business Administrator's Report (10-mbr vote)

H. *DONATION

It is recommended that members of the Monroe Township Board of Education acknowledge and accept a donation of cheer mats for the MTHS Cheer Program with an approximate value of \$7,380 from the MTHS Cheer Parent Booster Club.

I. *DONATION

It is recommended that the members of the Monroe Township Board of Education acknowledge and accept a donation of bullpen fencing with an approximate value of \$2,000 from the MTHS Baseball Parent Booster Club.

Reeshemah Zielinski
Confidential Secretary to the Superintendent of Schools
Monroe Township Schools
423 Buckelew Ave

Monroe Township, NJ 08831
Phone: 732-521-1500 ext. 4224
Fax: 732-521-2719

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 01/03/2024 01:41:55 PM
To: PReid@monroetwp.com
Chari.Chanley@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; lrainone@njrcmlaw.com; CRobbins@monroetwp.com;
Cc: TPannucci@monroetwp.com; thomas.lynch@co.middlesex.nj.us; sdalina@monroetwp.com; mcohen@monroetwp.com;
Gazala.Bohra@monroe.k12.nj.us
Subject: RE: Poll locations for Election Day

Good Afternoon and Happy New Year!

As we begin 2024, I wanted to touch base with you on our last meeting regarding polling place in the Monroe Township School District

I believe at the end of our zoom meeting, we had agreed to move forward with moving the polls out of Oak Tree School and into the Monroe Senior Center. Additionally, it was requested to look at other polling locations to be used in place of Woodland School and Brookside School. I know we had talked about possibly using some of the firehouses to accommodate those locations. I did some research myself and found that several newer, large fire stations are not used for the November elections. One is within a ½ mile from Brookside School and the other is probably a little over a mile from Woodland School. Additionally, I know we had discussed possible using some of the polling locations in the gated communities as well.

On behalf of the Monroe Board of Education, we ask that you please consider moving the polls out of our schools for numerous safety reasons.

Sincerely,

Chrissy Skurbe
President
Monroe Township Board of Education

From: Patricia Reid <PReid@monroetwp.com>
Sent: Thursday, August 24, 2023 10:24 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>; lrainone@njrcmlaw.com <lrainone@njrcmlaw.com>; Christine Robbins <CRobbins@monroetwp.com>; Tanya Pannucci <TPannucci@monroetwp.com>; Thomas Lynch <thomas.lynch@co.middlesex.nj.us>
Subject: [External Email]RE: [External Email]RE: Poll locations for Election Day

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

Ms. Skurbe,

Good morning, I apologize for my delayed response I was out of the office and now trying to catch up. I contacted Thomas Lynch, Administrator for Middlesex County Board of Elections regarding a meeting to discuss polling locations. You can set up a Zoom meeting from now until mid-September.

Please include the following:

Patricia Reid, Township Clerk
Christine Robbins, Deputy Township Clerk Christine Robbins CRobbins@monroetwp.com
Tanya Pannucci, Deputy Township Clerk Tanya Pannucci TPannucci@monroetwp.com
Lou Rainone, Township Attorney lrainone@njrcmlaw.com
Thomas Lynch, Middlesex County Board of Elections Thomas Lynch thomas.lynch@co.middlesex.nj.us

Sincerely,

Patricia Reid

Patricia Reid, RMC, CMR
Monroe Township Clerk/Registrar
1 Municipal Plaza

Monroe Twp., NJ 08831
(732) 656-4574 phone
(732) 521-3190 fax

-----Original Message-----

From: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Sent: Thursday, August 10, 2023 6:57 PM
To: Patricia Reid <PREid@monroetwp.com>
Cc: Stephen Dalina <sdalina@monroetwp.com>; Alan Weinberg <AWeinberg@monroetwp.com>; Miriam Cohen <mcohen@monroetwp.com>; Charles Dipierro <cdipierro@monroetwp.com>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>; Irlainone@njrcmlaw.com; Christine Robbins <CRobbins@monroetwp.com>; Tanya Pannucci <TPannucci@monroetwp.com>
Subject: Re: [External Email]RE: Poll locations for Election Day

Hi Patty -

I called the County and had a wonderful conversation with Steve in the voting machine warehouse. He told me that the Board of Ed should discuss it with the township officials to decide what other locations could handle the polls if they are moved out of the schools. He said any consideration for moving polling places would need to come from you specifically. Perhaps we can set up a meeting to discuss possible location changes. Interestingly, he said the adult communities could accept some voting districts outside of their specific community. I didn't know that and thought that was very interesting information.

Thank you for all your assistance with this.

Sincerely

Chrissy Skurbe

> On Aug 10, 2023, at 4:20 PM, Patricia Reid <PREid@monroetwp.com> wrote:

>

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>

> Monroe Township IT Department

>

>

>

> Ms. Skurbe,

>

> Good afternoon, I am in receipt of your email below and offer the following response. I made the request to the Board of Education and wanted to confirm the possibility of the polling location change before presenting it to the County Board of Elections and County Commissioners for their consideration and approval. As I previously mentioned in my August 1, 2023 email, You or your Board Attorney will need to contact the Middlesex County Board of Elections for their guidance.

>

> Thomas Lynch

> Administrator

> Middlesex County Board of Elections

> (732) 745-8005

>

> I hope this information this helpful, have a great day.

>

> Sincerely,

>

> Patricia Reid

>

> Patricia Reid, RMC, CMR

> Monroe Township Clerk/Registrar

> 1 Municipal Plaza

> Monroe Twp., NJ 08831

> (732) 656-4574 phone

> (732) 521-3190 fax

>

>

> -----Original Message-----

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

> Sent: Tuesday, August 8, 2023 3:03 PM

> To: Stephen Dalina <sdalina@monroetwp.com>; Patricia Reid <PREid@monroetwp.com>; Alan Weinberg

<AWeinberg@monroetwp.com>; Miriam Cohen <mcohen@monroetwp.com>; Charles Dipierro <cdipierro@monroetwp.com>
> Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>; Karen Bierman
<Karen.Bierman@monroe.k12.nj.us>

> Subject: Poll locations for Election Day

>

> Good afternoon -

>

> I watched the Council Meeting last night and I heard Councilman Dipierro ask who sets the poll locations for Election Day. It was stated that it's the county. I was a little confused because the district was asked if they would approve moving the location from one school to another.

>

> Can someone please send along your contact at the county to call and discuss the poll locations.

>

> It is much appreciated.

>

> Thank you.

>

> Chrissy Skurbe

> President

> Monroe Township Board of Education

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 01/04/2024 12:17:18 PM
To: Carmen.Alvarez@monroe.k12.nj.us
Cc: Reeshemah.Zielinski@Monroe.K12.NJ.US; Kathleen.Belko@monroe.k12.nj.us; Matthew.Gorham@Monroe.K12.NJ.US; Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US
Subject: Re: December 2023 School Digest

Good afternoon -

Is there a Strauss Esmay policy alert that you can forward to the committee?

What was sent was the recent Ethics Commission decisions.

Thank you.

Chrissy

On Jan 3, 2024, at 10:24 AM, Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us> wrote:

Happy New Year! I will review and submit the policy meeting agenda by the end of the week.

Get [Outlook for iOS](#)

From: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Sent: Wednesday, January 3, 2024 8:41:28 AM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Matthew Gorham <Matthew.Gorham@Monroe.K12.NJ.US>
Cc: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: December 2023 School Digest

Good morning,

Happy New Year!

Attached please find Strauss Esmay's December 2023 School Digest.

-----Original Message-----

From: Monroe Mailer <Scan@monroe.k12.nj.us>
Sent: Wednesday, January 3, 2024 8:50 AM
To: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Message from "RNP5838796192D1"

This E-mail was sent from "RNP5838796192D1" (IM 7000).

Scan Date: 01.03.2024 08:49:49 (-0500)
Queries to: scan@monroe.k12.nj.us

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 01/15/2024 03:21:42 PM
To: vagagliardi@pbnlaw.com
Cc: Chari.Chanley@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US
Subject: Re: [External Email] [REDACTED] O/B/O [REDACTED] VS. BOARD OF EDUCATION TWP OF MONROE, ET AL.; 89863 WSB

On Jan 15, 2024, at 2:28 PM, Gagliardi, Vito A. <vagagliardi@pbnlaw.com> wrote:

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Monroe Township IT Department

[REDACTED]

[REDACTED]

Let me know if you have any questions.

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

<0.png>
100 Southgate Parkway P.O. Box 1997
Morristown, NJ 07962-1997
www.pbnlaw.com

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<Filed Notice of Appeal.pdf>

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 01/24/2024 12:07:24 PM
To: vagagliardi@pbnlaw.com
Cc: Chari.Chanley@Monroe.K12.NJ.US
Subject: Fw: [External Email]NJ.com request for comment from BOE
Attachments: C12-23 SEC Summary Decision.pdf

Good morning -

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Jacqueline Roman <JRoman@njadvancemedia.com>
Sent: Wednesday, January 24, 2024 9:44 AM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: [External Email]NJ.com request for comment from BOE

Some people who received this message don't often get email from jroman@njadvancemedia.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

Good morning,

I hope this email finds you well. I'm reaching out today to see if the school board wants to provide comment on Tuesday's School Ethics Commission decision which found Superintendent Chanley violated the School Ethics Act when she did not recuse herself from an agenda of substitute appointments that included her son.

Does the school board have a comment on the Commission's findings involving Superintendent Chanley?

I'm writing an update today and plan to file by 1 p.m. You can reach me at 201-705-8032 and via email.

Thank you in advance for your time and consideration,
Jackie

--

Local journalism needs your support. Subscribe at nj.com/supporter.

Jackie Roman, she/her | Local and Breaking News Reporter
NJ Advance Media
c: +1 201-705-8032
e: JRoman@njadvancemedia.com
t: @byJackieRoman

