

Date : 2/17/2026 9:39:43 AM

From : "Michael Davina" mdavina@walkkillvrhs.org

To : "Gina DeSino" gdesino@walkkillvrhs.org

Cc : "David Carr" , "Jacqueline Elmo" , "Thomas Kabatra" , "Joseph Hurley"

Subject : Re: Personnel Committee Meeting

Is there an agenda prepared for the Personnel Committee meeting? Can you please distribute?

On Tue, Feb 17, 2026 at 9:17 AM Gina DeSino <gdesino@walkkillvrhs.org> wrote:

Good Morning,

Yes, committee meetings were supposed to be a week before the next board meeting. As I recall you were also unavailable on February 18, 2026 because you had a prior commitment to attend the guidance meeting. So therefore the meeting will still happen on the 19 via zoom. If there are any others beside Tom and Dave that can't make it please let me know.

Respectfully,

Gina DeSino

On Thu, Feb 12, 2026 at 12:37 PM David Carr <dcarr@walkkillvrhs.org> wrote:

Good afternoon,

Unfortunately, I am not available on the 19th. After reading the guidance from our board VP, I had thought committee meetings would take place at least a week before the board meeting.

ACD

without me. If you need any information prior, let me know.

Dave

On Wed, Feb 11, 2026 at 7:23 PM Gina DeSino <gdesino@walkkillvrhs.org> wrote:

Good Evening,

Just reaching out to see if we could get together for a personnel meeting On February 19, 2026 at 5:30?

Respectfully,

Gina DeSino

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Respectfully,

Gina DeSino

Date : 2/18/2026 4:17:39 PM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jehmo@wallkillvrhs.org, "[REDACTED]"

BCc : "mdavina@wallkillvrhs.org"

Subject : Update on letter from Keith Rock

Andrew and Madam President,

ATTORNEY CLIENT

Ralph Bonard

Date : 2/19/2026 9:56:45 PM
From : "Michael Davina" mdavina@wallkillvrhs.org
To : "Jacqueline Elmo" jelmo@wallkillvrhs.org
Cc : "Gina DeSino", "David Carr", "Thomas Kabatra", "Joseph Hurley"
Subject : Re: Personnel Committee Meeting

Oops, you did it again. It's starting to get cold outside again. Wonder why?? How do you say "I don't know what I'm doing" without saying "I don't know what I'm doing"? You appoint a 4th board member to a committee for the 2nd year in a row. Policy 0155, which was just handed out just last night and gone over, is abundantly clear that the board president appoints a chairperson, co-chair and another board member at the reorganization meeting. It is approved by the full board by a vote at the reorganization meeting and they are appointed for a full year or until the next reorganization meeting. No where in Policy 0155 does it state that you can name a replacement board member for the committee to fill in. The only person you can name a designee for is to represent you as the ex officio, not a fill in for the other 3 committee board member members. There is nothing in the policy that states you were allowed to fill in the Rock because Tom and I couldn't make the meeting. I don't know why you think you get to interpret the policy and make up rules. Maybe you should re-read the policy

Your personnel meeting minutes shouldn't be allowed to be distributed because it was against policy.

I'll just talk to Andy since you don't want to follow policy. Maybe he'll finally tell you your wrong

And by the way, if the meeting was held at least a week before, this wouldn't have been an issue. Just another "do as I say" moment

Mike Davina
WVRHS BOE

"We are all human, and mistakes happen..... What's important is that we learn from an "oops" and correct it."

On Thu, Feb 19, 2026 at 9:46 PM Jacqueline Elmo <jelmo@wallkillvrhs.org> wrote:

Mike,

We have discussed this, we recently spoke about it at our finance meeting. If someone can't make a meeting we aren't going to rearrange everything. We will pull another person in if we don't have 3 people. Things come up and we understand so we need to adjust.

Jacqueline Elmo
BOE President
Wallkill Valley RHS



On Thu, Feb 19, 2026, 8:16 PM Michael Davina <mdavina@wallkillvrhs.org> wrote:

This isn't on the Personnel committee

On Thu, Feb 19, 2026 at 8:14 PM Jacqueline Elmo <jelmo@wallkillvrhs.org> wrote:

No we held the meeting. Gina, Cynthia and I were present.

Jacqueline Elmo
BOE President
Wallkill Valley RHS



On Thu, Feb 19, 2026, 7:57 PM Michael Davina <mdavina@wallkillvrhs.org> wrote:

Will we be making up the personnel meeting since Tom and I couldn't make it?

On Thu, Feb 19, 2026 at 2:18 PM Michael Davina <mdavina@wallkillvrhs.org> wrote:

I am unable to attend the personnel meeting. I have a planning/zoning board meeting that I wasn't supposed to have to attend for work in North Bergen but now have to give testimony and won't be available tonight

Sony about the last minute cancellation.

On Tue, Feb 17, 2026 at 8:50 PM Gina DeSino <gdesino@wallkillvrhs.org> wrote:

Good evening,

Here is the agenda for the personal meeting @5:30 virtual is fine and should be quick.

Respectfully,
Gina DeSino

On Tue, Feb 17, 2026 at 5:49 PM Jacqueline Elmo <jelmo@wallkillrhs.org> wrote:

Hello.

I can be available at 5:30pm on the 19th. Does that work?

If so I can set up a Google Meet.

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BOE President
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Please feel free to have the meeting without me. If you need any information prior, let me know.

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Date : 2/19/2026 8:16:26 PM
From : "Michael Davina" <mdavina@wallkillvrhs.org>
To : "Jacqueline Elmo" <jelmo@wallkillvrhs.org>
Subject : Re: Personnel Committee Meeting

Cynthia is not on the personnel committee

On Thu, Feb 19, 2026 at 8:16 PM Michael Davina <mdavina@wallkillvrhs.org> wrote:
This isn't on the Personnel committee

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BOE President
Wallkill Valley RHS



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From : "Michael Davina" <mdavina@wallkillvrhs.org>
To : "Jacqueline Elmo" <jelmo@wallkillvrhs.org>
Cc : "Gina DeSino", "David Carr", "Thomas Kabatra", "Joseph Hurley"
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From : "Michael Davina" <mdavina@wallkillvrhs.org>

To : "Gina DeSino" <gdesino@wallkillvrhs.org>

Cc : "Jacqueline Elmo" , "David Carr" , "Thomas Kabatra" , "Joseph Hurley"

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To : "Gina DeSino" <gdesino@wallkillvrhs.org>
Cc : "Jacqueline Elmo" , "David Carr" , "Thomas Kabatra" , "Joseph Hurley"
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Date : 2/19/2026 9:05:01 PM
From : "Ralph Bonard" rbonard@wallkillvrhs.org
To : "Jacqueline Elmo" jelmo@wallkillvrhs.org
Bcc : "ndavina@wallkillvrhs.org"
Subject : Re: Update on letter from Keith Rock

Oh look, the pilot light came on. I was starting to wonder if I had gotten to the point that I needed to send you a recipe of something sweet
Lucious and delicious! Or if maybe you were in a turkey coma! That's usually the point of meetings Ms Elmo. It's an information sharing event. I'm
looking forward to another episode of word salad. Choosing my dressing as we speak. I'm partial to a nice raspberry vinaigrette, how about you?
By the way, I saw the meeting minutes for the finance committee. How unfortunate. My condolences to Mr Davina for the 39 minutes of
life he will never get back. I can't wait to hear the results of the walk through. Will we get a turn by turn report? With a \$1.5ish
million shortfall in our budget, I'm sure walking through the building will reveal some good quality ceiling tiles we can auction off.
As a footnote, I was thinking of going to a Yankees game this coming spring and pretending to fall on their bleachers and then
litigate and donate the proceeds to the school! Oh wait sorry, not my idea, I'm having flashbacks to a fellow board member
attempting that on OUR bleachers before interloping with integrity and joining our board. If I get there early enough Tuesday I'll
join the hallway vagabond, I'll bring a nice dried berry mixed nut trail mix for all! I can't wait for some great discussion! See you
Tuesday!

Very respectfully yours!

Ralph B

On Thu, Feb 19, 2026 at 8:15 PM Jacqueline Elmo <jelmo@wallkillvrhs.org> wrote:
Information will be shared at our next meeting.

Jacqueline Elmo
BOE President
Wallkill Valley RHS



On Wed, Feb 18, 2026, 4:17 PM Ralph Bonard <rbonard@wallkillvrhs.org> wrote:
Andrew and Madam President,

Have we responded to Mr Rock's letter? If so, when and what? If not, when?

Ralph Bonard

Date : 2/4/2026 12:37:53 PM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org

BCc : "mdavina@wallkillvrhs.org"

Subject : A poem I've written in honor of good leadership, transparency, honesty and ethics... Please grab a soda pop and enjoy!

"All Voices Matter"

Behold the gavel holder, noble and wise,
champion of education, transparency, no lies.

Who loudly proclaims, with a big happy grin, "All voices matter! Let's all weigh in!"

But not out loud. And not together.

And definitely not on the record, not ever.

Instead, a whisper, a discreet little call,

"Hey... quick question... not a poll at all."

Just curiosity, purely informal!

No agenda here, this is very abnormal.

One by one, the members are quietly tapped,

Like a secret ballot, only sneakier perhaps.

No minutes, no motion, no public display,

Just thoughts and opinions collected the presidents way.

Then such a surprise, a decision appears!

As if by magic, aligned with no fears!

"Consensus!" she'll say, with a straight, smiling face, while transparency all but escapes the place.

So clap for her process, her ChatGPT skill,

democracy's alive, and with us all still!

Because nothing says leadership, so bold and clean, like polling the board where no one's seen!

Ralph B ☐

Date : 2/20/2026 10:02:25 AM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org, "[REDACTED]"

Bcc : "mdavina@wallkillvrhs.org"

Subject : Personnel committee meeting

Madam President,

ATTORNEY CLIENT

Ralph B

Date : 2/20/2026 10:02:25 AM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org, "[REDACTED], [REDACTED]"

BCc : "mdavina@wallkillvrhs.org"

Subject : Personnel committee meeting

Madam President,

ATTORNEY CLIENT

Ralph B

Date : 2/6/2026 12:26:11 PM

From : "Michael Davina" mdavina@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org

Cc : "Brian Silipena" , "Joseph Hurley" , "David Carr" , "Cynthia Rock"

Subject : Re: Finance Committee - Budget saving ideas/ Committee Agenda

So just to be clear,

ACD

ACD

Transparency and

Accessibility???

Just another oops, but we should learn from our oops, right? Some of us are definitely not correcting our oops. We just wing it and make up stuff as we go.

Also, by President and Vice President decree, the board secretary is supposed to be sending out the agendas for the committee meetings, not the committee chair. Another oops.

There are so many oops happening that I have Britney Spears song stuck in my head.....Oops, I did it again.

ACD

Michael Davina

WVRHS BOE

"We are all human, and mistakes happen..... What's important is that we learn from an "oops" and correct it."

On Fri, Feb 6, 2026 at 9:24 AM Jacqueline Elmo <jelmo@wallkillvrhs.org> wrote:

Brian sent out an email saying the 18th at 5pm. See you then!

Jacqueline Elmo

BOE President

Wallkill Valley RHS



On Fri, Feb 6, 2026, 7:09 AM Michael Davina <mdavina@wallkillvrhs.org> wrote:

Can someone clarify what date we are meeting on? Someone made an oops. Meeting notes say we are meeting the 17th but the email says the 18th. And if you recall, the 18th is when the 8th graders are coming in to meet with guidance.

Just want to make sure we are all on the same page.

On Wed, Feb 4, 2026 at 1:30 PM Brian Silipena <bsilipena@wallkillvrhs.org> wrote:

Hello,

Following our last committee meeting, we were asked for ideas on how to save money for the upcoming school year. Please see the attached link with ideas I have generated through the various school districts I have worked in throughout the years. I have also included the Finance Committee agenda for Wednesday 2/18. We will meet at 5pm.



Finance Committee- Budget Suggestions 2026



2/18/26 Finance Committee Agenda

--

Thank you,

Brian Silipena

Date : 2/6/2026 11:18:36 AM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org, "[REDACTED]"

BCc : "mdavina@wallkillvrhs.org"

Subject : [REDACTED]

Madam President,

ATTORNEY CLIENT

ATTORNEY CLIENT

ATTORNEY CLIENT

Very Respectfully and sincerely,

Ralph Bonard

WVRHS BOE Member

Date : 2/7/2026 9:31:47 AM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org, "Thomas Kabatra" tkabatra@wallkillvrhs.org

BCc : "mdavina@wallkillvrhs.org"

Subject :

Madam President and former VP Kabatra,

PERSONNEL

Ralph B

Date : 2/8/2026 11:09:12 PM

From : "Michael Davina" <mdavina@wallkillvrhs.org>

To : "Jacqueline Elmo" <jelmo@wallkillvrhs.org>

Cc : "David Carr" , "Brian Silipena" , "[REDACTED]" , "Joseph Hurley" , "Thomas Kabatra"

Subject : Re:

ATTORNEY CLIENT

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On Sun, Feb 8, 2026 at 7:12 PM Jacqueline Elmo <jelmo@wallkillvrhs.org> wrote:

Mike feel free to OPRA my emails so you will see I never received it, since you refuse to believe me.

Dave, do you plan on sharing it with us?

Jacqueline Elmo
BOE President
Wallkill Valley RHS



On Sun, Feb 8, 2026, 1:42 PM Michael Davina <mdavina@wallkillvrhs.org> wrote:

Board President and [REDACTED]

ATTORNEY CLIENT

ATTORNEY CLIENT

Michael Davina
WVRHS BOE

On Thu, Jan 29, 2026 at 10:34 AM David Carr <dcarr@wallkillvrhs.org> wrote:

On December 5th, I emailed Andy and asked him if he had heard anything regarding the ethics charge. He informed me that he would be in touch with our insurance carrier, specifically Pat Carrig to get an update. Shall I forward you the email? Neither you, nor our board counsel, are unaware of this SEC decision. [REDACTED] ACD [REDACTED]

[REDACTED] Let's also not pretend that our board VP (I believe you nominated her, excellent choice) isn't involved as the continued harassment of myself and members of the staff since last year. Do you recall the cease and desist letter from the NJEA? The letter from the NJPSA outlining the harassment [REDACTED] ACD [REDACTED]

[REDACTED] I'm sure the public would love to know this as we are presenting our budget cuts. I am not getting caught up in this garbage yet again, [REDACTED] ACD [REDACTED]

ACD [REDACTED]

Perhaps Kelly can add that to her slideshow on board ethics.

On Thu, Jan 29, 2026 at 9:34 AM Michael Davina <mdavina@wallkillvrhs.org> wrote:

Jackie,

You are so full of hot air, I wonder why its 2 degrees outside. Why did we have \$120k in legal fees in the previous year? I know there were other "issues" but Andy was involved and had to have been notified as our board attorney. He was dealing with our insurance company that represented Mr. Carr.

Let me guess, you never spoke to your bestie since December 16 regarding this, right?

Andy better have some answers since you are playing dumb.

ACD

Great time that the board is in this situation again.

ACD

On Thu, Jan 29, 2026 at 8:41 AM Jacqueline Elmo <jelmo@walkkillrhs.org> wrote:

This is outrageous. How is it that we were not made aware of the outcome of the SEC decision? A decision that was made on December 16, 2025 per the complainants email. Over a month ago???? You are telling me that neither you or Andy, our Board Attorney, had no knowledge of the decision prior to the latest email? I am sure the SEC did not just advise the complainant after their decision.

ACD

We have had two meetings since the decision was made and it never was brought into Executive?? What is going on here? We need answers.

ACD

Michael Davina
WVRHS BOE

Mike,

The board and our attorney are not one of the parties in this case, so we won't be notified. We received notice of the decision from Mr. Rock through the email we sent out last night. He sent the email to Andy and then Andy forwarded it to me. We spoke about it last night and I sent the email to all board members.

Mr. Carr, can you answer any of Mike's questions since you are the party involved?

Jacqueline Elmo
BOE President
Walkkill Valley RHS



On Wed, Jan 28, 2026, 11:58 PM Michael Davina <mdavina@walkkillrhs.org> wrote:

ACD

ACD We have had two meetings since the decision was made and it never was brought into Executive?? What is going on here? We need answers.

ACD

Michael Davina
WVRHS BOE

On Wed, Jan 28, 2026 at 7:01 PM Jacqueline Elmo <jelmo@walkkillrhs.org> wrote:

Good Evening,

The email below was delivered to Andy and I. We will talk about this at our next meeting in executive to give Andy enough time to look into this matter.

Dear Mr. Brown and Members of the Walkkill Valley Board of Education,

Attached please find the original complaint along with an addendum I am writing to formally submit a second request for an independent third-party investigation into the procedural handling of the SI and the subsequent investigations. To date, this request has gone unanswered. This continued lack of action constitutes a failure to comply with the Board's obligation to properly investigate grievances.

As you are aware, the New Jersey School Ethics Commission (SEC) issued its decision on December 16, 2025, in Docket No. C28-

Date : 2/8/2026 1:42:37 PM

From : "Michael Davina" mdavina@wallkillvrhs.org

To : "David Carr" dcarr@wallkillvrhs.org

Cc : "Jacqueline Elmo" , "Brian Silipena" , " [REDACTED] " , "Joseph Hurley" , "Thomas Kabatra"

Subject : Re: Good morning. I noticed some people are added and taken away from the original email and I just wanted to make sure we stay with the original email so a quorum doesn't accidentally get formed. Below is the email from Mike that I would like to respond

Board President and Board Attorney,

ATTORNEY CLIENT

ATTORNEY CLIENT

Michael Davina

WVRHS BOE

On Thu, Jan 29, 2026 at 10:34 AM David Carr <dcarr@wallkillvrhs.org> wrote:

On December 5th, I emailed Andy and asked him if he had heard anything regarding the ethics charge. He informed me that he would be in touch with our insurance carrier, specifically Pat Carrig to get an update. Shall I forward you the email? Neither you, nor our board counsel, are unaware of this SEC decision. [REDACTED] ACD [REDACTED]

[REDACTED] Let's also not pretend that our board VP (I believe you nominated her, excellent choice) isn't involved as the continued harassment of myself and members of the staff since last year. Do you recall the cease and desist letter from the NJEA? The letter from the NJPSA outlining the harassment [REDACTED] ACD [REDACTED]

[REDACTED] I'm sure the public would love to know this as we are presenting our budget cuts. I am not getting caught up in this garbage yet again, [REDACTED] ACD [REDACTED]

[REDACTED] Perhaps Kelly can add that to

her slideshow on board ethics.

On Thu, Jan 29, 2026 at 9:34 AM Michael Davina <mdavina@wallkillvrhs.org> wrote:

Jackie,

You are so full of hot air, I wonder why its 2 degrees outside. Why did we have \$120k in legal fees in the previous year? I know there were other "issues" but Andy was involved and had to have been notified as our board attorney. He was dealing with our insurance company that represented Mr. Carr.

Let me guess, you never spoke to your bestie since December 16 regarding this, right?

Andy better have some answers since you are playing dumb. [REDACTED] ACD [REDACTED]

Great time that the board is in this situation again. [REDACTED] ACD [REDACTED]

On Thu, Jan 29, 2026 at 8:41 AM Jacqueline Elmo <jelmo@wallkillvrhs.org> wrote:

ACD [REDACTED]

ACD [REDACTED]

We have had two meetings since the decision was made and it never was brought into Executive?? What is going on here? We need answers.

ACD [REDACTED]

Michael Davina

WVRHS BOE

Mike,

Date : 2/13/2026 4:05:41 PM
From : "Ralph Bonard" rbonard@wallkillvrhs.org
To : "Jacqueline Elmo" jelmo@wallkillvrhs.org
BCc : "mdavina@wallkillvrhs.org"
Subject : Finance Committee
Madam President,

I hope my email finds you well and you are preparing for a wonderful weekend filled with valentines sentiments and sweet chocolatey deliciousness! With all of that out of the way,

ACD

Sincerely,

Ralph Bonard

Date : 2/9/2026 4:49:07 PM
From : "Ralph Bonard" rbonard@wallkillvrhs.org
To : "Jacqueline Elmo" jelmo@wallkillvrhs.org
BCC : "mdavina@wallkillvrhs.org"
Subject : Buttery crunchy moist crumb cake...

Oh fearless president, voice of the horde,
Champion of policy and procedure, Good Lord!
Until, of course, the questions get real,
Then suddenly... silence becomes so surreal.

The inbox lights up with facts and with dates,
Concerns about ethics and everyone's fates.
Records, documentation, all neatly aligned.
And poof! Where's our president, nowhere to find!

No tongue bending speeches, no lawful decree,
One wonders is she hiding somewhere in "bcc?"
The gavel sits quiet, it seems she's on break,
Perhaps stuck in traffic... or lost on a lake.

Perhaps seeking counsel of family or friend,
Or painting a fence that is too late to mend.
A sibling to give some worldly advice,
A slice of crumb cake would make that so nice.

No gavel, no guidance, no all mighty stand,
Just radio silence, precisely as planned.
For courage, it seems, is of limited stock,
Especially once it is aligned with a Rock.

Suddenly meetings are hard to arrange,
Calendars vanish, responses grow strange.
The president, once so eager to speak,
Now practices hide and seek ethics all week.

But silence, great leader, is rarely a shield;
It echoes much louder than the truth it will yield.
For when questions rise and answers don't start,

One wonders if some suffer, a timely brain fart?

So rest in that stillness, enjoy the retreat,

Let all the emails pile at your feet.

Because history shows, in boards big and small,

Silence is the loudest confession of all.

Date : 2/8/2026 7:20:35 PM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jeemo@wallkillvrhs.org, "David Carr" dcarr@wallkillvrhs.org, "Joseph Hurley" bdoffice@wallkillvrhs.org,
"██████████" "Kelly Mitchell" kmitchell@njsba.org

BCc : "mdavina@wallkillvrhs.org"

Subject : Re: ██████████

Hi Tom,

ATTORNEY CLIENT

Ralph B

On Sat, Feb 7, 2026 at 8:45 PM Thomas Kabatra <tkabatra@wallkillvrhs.org> wrote:

Good evening Ralph,

PERSONNEL

Tom,

On Sat, Feb 7, 2026 at 9:31 AM Ralph Bonard <rbonard@wallkillvrhs.org> wrote:

Madam President and former VP Kabatra,

PERSONNEL

Ralph B

The board and our attorney are not one of the parties in this case, so we won't be notified. We received notice of the decision from Mr. Rock through the email we sent out last night. He sent the email to Andy and then Andy forwarded it to me. We spoke about it last night and I sent the email to all board members.

Mr. Carr, can you answer any of Mike's questions since you are the party involved?

Jacqueline Elmo
BOE President
Wallkill Valley RHS



On Wed, Jan 28, 2026, 11:58 PM Michael Davina <mdavina@wallkillrhs.org> wrote:

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What is going on here? We need answers.

ACD

Michael Davina
WVRHS BOE

On Wed, Jan 28, 2026 at 7:01 PM Jacqueline Elmo <jelmo@wallkillrhs.org> wrote:

Good Evening

The email below was delivered to Andy and I. We will talk about this at our next meeting in executive to give Andy enough time to look into this matter.

Dear Mr. Brown and Members of the Wallkill Valley Board of Education,

Attached please find the original complaint along with an addendum. I am writing to formally submit a second request for an independent third-party investigation into the procedural handling of the incident **SI** and the subsequent investigations. To date, this request has gone unanswered. This continued lack of action constitutes a failure to comply with the Board's obligation to properly investigate grievances.

As you are aware, the New Jersey School Ethics Commission (SEC) issued its decision on December 16, 2025, in Docket No. C28-25. In its ruling, the Commission clarified that its authority is limited to enforcement of the School Ethics Act and that it does not have jurisdiction to determine whether Board policies were violated. The Commission further noted that it does not review the merits of internal disciplinary or law enforcement investigations.

Because the SEC has expressly determined that these procedural and policy-based concerns fall outside its jurisdiction, responsibility for addressing these matters now rests squarely with the District. My initial request for an independent third-party investigation remains unaddressed, and the SEC's decision reinforces that this is a matter of board governance requiring internal action.

The Board has been placed on formal notice of the alleged violations and actions that have occurred within the District. Any failure to take corrective action, where the District has knowledge of prior incidents and allows similar conduct to continue or reoccur, may constitute gross negligence and expose the District to significant legal and ethical liability. No child should be subjected to such a knowing, preventable, and egregious abuse of authority.

I attempted to return home from work in order to attend last night's Board meeting to address this matter publicly during the public comment portion and to serve this submission directly to the Board. I am exercising my rights under the Parental Bill of Rights to advocate **SI** as well as my First Amendment right to criticize government action, including the actions of the Board of Education. I am not a sitting Board member and am not bound by the Board's internal ethics or privacy rules. I also retain the right under OPRA to access public records and to speak out regarding negligence or failures within the District. For transparency and accountability, I have included multiple state agencies, newspapers, and advocacy organizations in the BCC of this grievance submission. This ensures that my efforts to **SI** **SI** and uphold public trust are fully documented and visible to appropriate oversight entities.

25. In its ruling, the Commission clarified that its authority is limited to enforcement of the School Ethics Act and that it does not have jurisdiction to determine whether Board policies were violated. The Commission further noted that it does not review the merits of internal disciplinary or law enforcement investigations.

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Additionally, the Board's continued inaction raises concerns regarding compliance with ethical standards set forth in N.J.S.A. 18A:12-24.1. Failure to address potential procedural violations undermines public trust and the Board's ethical obligations to the community. Transparency and accountability are essential to maintaining the integrity of the District's leadership and the protection of student rights.

I respectfully request a prompt response outlining the specific steps the District will take to initiate this independent review.

Sincerely,
Keith Rock

Jacqueline Elmo
BOE President
Wallkill Valley RHS



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I respectfully request a prompt response outlining the specific steps the District will take to initiate this independent review.

Sincerely,
Keith Rock

Jacqueline Elmo
BOE President
Wallkill Valley RHS



Date : 2/15/2026 11:15:31 PM

From : "Ralph Bonard" rbonard@wallkillvrhs.org

To : "Jacqueline Elmo" jelmo@wallkillvrhs.org

BCc : "mdavina@wallkillvrhs.org"

Subject : Historic documentation. Maybe the "Declaration of Non Responsiveness"

Madam President,

I'm reaching out once again (for sport only at this point). Im just wondering, are you waiting for my emails to become historic documents before you respond to them? In the meantime I've compiled a thoughtful list of 19 reasons why irrelevant people in board leadership positions might not respond to emails. I'm in no way insinuating at all that any of these are you, I know you're just very busy and little guys like me don't really need to be responded to. Don't worry ma'am, I know my place on your board. I'm simply trying for some constructive give and take here. Maybe you'd like to add to this list with some of your own wisdom and knowledge. Maybe if our list is good enough we can publish it together! Just imagine the title of that book:

"Reasons why irrelevant people in influential board positions, show their irrelevance by remaining irrelevant"

Written by Madam President Elmo and Low Level Board Guy Ralph B",

1. They're still trying to sound out the big words in the email.
2. Waiting for ChatGPT to be up and running again.
3. Confident that ignoring it will somehow make them look competent.
4. Afraid that responding might reveal their complete lack of comprehension.
5. Waiting for the issue to go away, much like their relevance.
6. Stuck in deep thought, something they're not accustomed to or comfortable with
7. Waiting for a script, because independent thinking is dangerous territory.
8. Too busy pretending to lead to actually do any leading.
9. Hoping no one notices they have no idea what's going on.
10. Too busy licking the cream in Oreo Cookies without breaking the cookie.
11. Still trying to find the "Reply" button.
12. Waiting for someone else to clean up the mess they made, sort of like changing a diaper.
13. Hoping the email expires before their credibility does (too late).
14. Too busy being smug to be useful.
15. Protecting their reputation as the most irrelevant person in board history.
16. Avoiding a reply to keep from accidentally saying something smart.
17. Unsure whether the email requires thinking, reading, jumping jacks or a combination of all three.
18. Convinced that ignoring everyone is the same thing as being in charge.
19. Maintaining the proud tradition of saying little, knowing less, and doing nothing.

I can't wait to hear your input! I hope you had a most wonderful weekend celebrating V Day!!

Ralph B