

From: Reeshamah Zielinski@Monroe.K12.NJ.US
Sent time: 09/19/2023 02:03:14 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@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>; Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>
Subject: RE: Revised Agenda

Harassment, Intimidation or Bullying was removed from the closed session portion of the agenda as there are no HIBs to report this month.

From: Reeshamah Zielinski
Sent: Tuesday, September 19, 2023 1:59 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@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>; Nancy Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>
Subject: Revised Agenda

Good afternoon,

The following additions/revisions were made to the agenda:

Superintendent Personnel/Recommendation – 10 member vote

Addition

P *It is recommended by the Superintendent of Schools that the Board approve the following coaches at the High School for the 2023-2024 school year (account no 11-402-100-100-000-070):

Position	Name	Compensation
Head Coach Unified Dance	Katelyn Fasbach	\$1755
Head Coach Advanced Competition Cheer	Eric Brown	\$6396
Head Coach Intermediate Competition Cheer	Kimberly Lawson	\$6396
Winter Fitness/Aerobics	Sean Field	\$1755
Head Coach Unified Basketball	Sandra Mascali	\$1755
Head Coach Unified Basketball	Kaitlin Meyers	\$1755
Head Coach Swimming	Traci Rickert	\$9076
Head Coach Winter Cheerleading	Kimberly Lawson	\$6401
Head Coach Bowling	Andrew Isola	\$6078
Head Coach Ice Hockey	Kevin Felice	\$9076
Head Coach Girls' Winter Track	Christine Jessop	\$9831
Head Coach Boys' Winter Track	Mark Stranieri	\$9831
Head Coach Wrestling	Joe Eurrell	\$9831
Head Coach Girls' Basketball	Leigh Vogtman	\$9831
Head Coach Boys' Basketball	Jeff Warner	\$9831
Winter Weight Training	Victoria Stec	\$1755
Winter Staff/Student Athletic Manager	Michael McDonald	\$6384

Q *It is recommended by the Superintendent of Schools that the Board approve the following paraprofessionals for afterschool unified clubs and athletics at the High School at their hourly step on guide for the 2023-2024 school year (account no 11-190-100-106-000-070):

Nancy McNulty – addition

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

Marian Zakhari, driver in the transportation department was removed from the agenda

Z *It is recommended by the Superintendent of Schools that the Board approve the following non-certificated staff on the following guides:

Additions:

4	Karen Walker	MTHS	Spec Ed Para RC	Step 6A Spec ed \$17 99+\$2 25 for 7 hours	11-213-100-106-000-070	retroactive to 9/1/23-6/30/24	Correction in step
5	Susan Riccio	Transportation	Spec Ed Para Bus Aide	Step 1 Spec ed \$15 69+\$2 25 for 5 75 hours	11-000-270-107-000-096	retroactive to 9/1/23-6/30/24	Correction in step

Superintendent Personnel/Recommendation – 9 member vote

Addition:

AH. It is recommended by the Superintendent of Schools that the Board accept the resignation of **Ms. Radhika Srikanth**, paraprofessional at Applegarth School, retroactive to September 5, 2023.

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

Addition: (resume attached)

6.	Riley Nolan	MTMS	Teacher of Social Studies	Step 1 BA \$52,872 prorated	11-130-100-101-000-080	11/1/23-4/16/24	Leave position
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BG It is recommended by the Superintendent of Schools that the Board approve the following certificated staff at the following step on guide:

Addition:

8.	Michael DiTullio	Brookside	Custodian	Step E+2nd shift \$20.72+\$1.00 for 8 hours	11-000-262-100-000-020	10/2/23-6/30/24	Resignation replacement
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Business Administrator's Report (10 member vote)

B *BILL LIST resolution revised

It is recommended that the bills totaling \$6,508,773.10 be ratified by the Board. The bills have been reviewed and certified by the Chairperson of the Finance Committee and Business Administrator. It is further recommended that the previously submitted Addendum to the Bill List totaling \$4,839,497.70 be ratified by the Board.

Business Administrator's Report (9 member vote)

H *PROFESSIONAL APPOINTMENTS: Added

1 It is recommended that the members of the Monroe Township Board of Education approve the previously submitted Change Order No. 1 to the contract between the Monroe Township Board of Education and EACM Corp. in the amount of \$46,000.00 for Automatic Temperature Controls integration of a new chiller and rooftop HVAC units for the main building and "A" wing.

Reeshamah Zielinski
Confidential Secretary to the Superintendent of Schools
Monroe Township Schools
423 Bucklewe Ave
Monroe Township, NJ 08831
Phone: 732-521-1500 ext. 4224
Fax: 732-521-2719

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 08/29/2023 12:03:14 PM
To: Carmen.Alvarez@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us
Cc: Laura.Allen@Monroe.K12.NJ.US
Subject: Informational Email

Please do not reply to all. This is informational and not meant to spark a debate.

I was contacted yesterday by a board member who urged me to change the process we discussed in closed session to hold interviews of candidates for the vacant board seat on Sept 20th. I was asked to call a special meeting instead. I explained that as a board, in closed session, we decided not to have a special meeting. I was then told that if I didn't agree to it, 3 board members may chose to not show up and therefore not allow the Board to have a quorum and conduct the business of the board meeting. This is all being done because Ms DiPane will be on vacation and her flight was changed to the day after our meeting. I'm being accused of moving meetings to accommodate other board members vacations. That simply is not true. In fact, I offered Ms DiPane a link to call in and participate remote. She had not indicated whether or not she would participate remote but this board member who called me said she can't because she's not good work technology.

I want to remind the board that the board secretary issued a legal notice that we agreed to. That notice said that we would be conducting interviews on September 20. That is what we agreed to and what we legally advertised. To change to some other date or process opens the district up to a liability. [REDACTED]

As I said, Ms DiPane advised she was going on vacation after we unanimously approved the meeting dates at the August meeting. She is welcome to participate remotely and I am happy to ask the administration to contact IT to make all the arrangements.

If the other 3 board members decide that evening to not show up, I will explain the situation to the public in its entirety and what not having a quorum will mean to bills not being paid, staff not being hired, trips not being approved etc etc.

We as board members take an oath to do what is in the best interest of the staff, students and the district as a whole. I hope we can put personal agendas aside and stop the politics of "us vs. them" mentality that has plagued some on this board and work together. We don't all agree all the time but I have an obligation to the entire board to do what is right. Following what we agreed to in closed session and following our legal notice we authorized to be sent is what I consider doing the right thing for the district.

Please remember the advice we received. If we can not decide on a candidate by Oct 13th, the County will be tasked with deciding. I hope we can all come to the table and have a legitimate discussion and support a candidate for the vacant position.

Have a good day.

Chrissy

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 09/01/2023 01:11:51 PM
To: Gail.DiPane@monroe.k12.nj.us
Cc: Carmen.Alvarez@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie Fabiano@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Laura.Allen@Monroe.K12.NJ.US
Subject: Re: Informational Email

Gail -

I'm replying to you, however I do not think we should be having this discussion over email with a quorum of the board. I'm asking no one to reply. This isn't a debate and the date for the meeting isn't changing.

I've not made special arrangements for any particular board member in the past. I've been fair to each and every board member during the last 2 years as Board President. I looked into your request to move the meeting to Sept 21st but it's the High School back to school night and would not work. September is a very busy month in the district with all 8 schools having back to school nights.

We all make choices. Your choice to not participate remotely is fine. But that is your choice. You are offered the opportunity to participate so saying that you can't participate in the process is not accurate.

Please note, you requested that I move the May 1, 2024 reorganization meeting to another date so that you and Kate Rattner could attend a non-required NJSBA event. I accommodated that request and made the reorg meeting on April 30th instead. You said that was very important to you and I agreed to change the date. That is working together and trying to bring us together. Had you said something prior to the Aug meeting or even in closed session that Sept 20 was not good, we could have discussed it. We as a board said we didn't want to have a special meeting. I need to honor the request of those board members as well.

As I said before, we issued a legal notice regarding the process. As you know, there are some individuals who like to file multiple lawsuits against the board claiming wrongdoing. If we go against the legal notice we had Ms Allen authorize to send out, it's inviting yet another lawsuit to be filed against us. I can not put the board in jeopardy of that.

I hope you reconsider and participate remotely for the Sept 20th meeting.

Sincerely

Chrissy

On Sep 1, 2023, at 12:09 PM, Gail DiPane <Gail.DiPane@monroe.k12.nj.us> wrote:

Ms. Skurbe, I informed you on August 20th about my flight change to September 21. I asked for a special meeting so I can still attend the interviews and choice of a board member replacement.

I think I emailed you about 4-5 times regarding this with no way that you would accommodate me and change just the interview portion of the meeting to another date.

I will be out of the country for my vacation from 9/14 to 9/21. My husband does not want me to LINK into a board meeting on our last night of vacation. Truthfully, I don't either.

I am going to REPEAT myself that I set my vacation for the 14th because of the already scheduled board meeting on 9/13.

I still feel that accommodations have been made in the past for other board members and when I ask (because this is an important meeting to me) I am denied.

You want us to work together well so do I. But it is hard to do that when you feel as if the board is one sided and I am on the wrong side.

Please reconsider my request to add a special meeting for the candidate interviews. It would show a sign of good faith and maybe better working conditions on the board.

Let's not forget why we are there -for the children of Monroe Township!!!

Thank you!!!

Gail

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

Sent: Tuesday, August 29, 2023 12:03 PM

To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@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>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Laura Allen <Laura.Allen@Monroe.K12.NJ.US>

Subject: Informational Email

Please do not reply to all. This is informational and not meant to spark a debate.

I was contacted yesterday by a board member who urged me to change the process we discussed in closed session to hold interviews of candidates for the vacant board seat on Sept 20th. I was asked to call a special meeting instead. I explained that as a board, in closed session, we decided not to have a special meeting. I was then told that if I didn't agree to it, 3 board members may chose to not show up and therefore not allow the Board to have a quorum and conduct the business of the board meeting. This is all being done because Ms DiPane will be on vacation and her flight was changed to the day after our meeting. I'm being accused of moving meetings to accommodate other board members vacations. That simply is not true. In fact, I offered Ms DiPane a link to call in and participate remote. She had not indicated whether or not she would participate remote but this board member who called me said she can't because she's not good work technology.

I want to remind the board that the board secretary issued a legal notice that we agreed to. That notice said that we would be conducting interviews on September 20. That is what we agreed to and what we legally advertised. To change to some other date or process opens the district up to a liability. [REDACTED]

As I said, Ms DiPane advised she was going on vacation after we unanimously approved the meeting dates at the August meeting. She is welcome to participate remotely and I am happy to ask the administration to contact IT to make all the arrangements.

If the other 3 board members decide that evening to not show up, I will explain the situation to the public in its entirety and what not having a quorum will mean to bills not being paid, staff not being hired, trips not being approved etc etc.

We as board members take an oath to do what is in the best interest of the staff, students and the district as a whole. I hope we can put personal agendas aside and stop the politics of "us vs. them" mentality that has plagued some on this board and work together. We don't all agree all the time but I have an obligation to the entire board to do what is right. Following what we agreed to in closed session and following our legal notice we authorized to be sent is what I consider doing the right thing for the district.

Please remember the advice we received. If we can not decide on a candidate by Oct 13th, the County will be tasked with deciding. I hope we can all come to the table and have a legitimate discussion and support a candidate for the vacant position.

Have a good day.

Chrissy

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 09/10/2023 08:11:59 PM
To: Gazala.Bohra@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us
Cc: Laura.Allen@Monroe.K12.NJ.US
Subject: Fw: Filling empty board seat

Good evening -

PLEASE DO NOT REPLY TO ALL. THIS IS FOR INFORMATIONAL PURPOSES AND NOT A DISCUSSION OR DEBATE

As some of you are aware, I had some Board members reach out to me after reading this week's confidential report. I spent the better part of yesterday being threatened that I would be reported to state officials and defending allowing our Jamesburg Representative to take part in the process of appointing someone to the vacant board seat. As such, I reached out to Vito, who has guided me through this process from the beginning and asked for his assistance. I received the email below from Vito to help clarify some things.

I have taken board member comments into consideration and will allow Michelle to state her preferences like everyone else but will not let her preferences be the deciding factor in terms of whether the third or fourth ranked candidate gets interviewed. Put another way, if more Monroe BOE members support the fourth ranked candidate rather than the third, the fourth will be interviewed along with the first and second ranked. I hope this clarifies things.

If anyone feels they still need to speak directly with Vito, please email me and let me know and I will arrange it. He felt his email may clarify things and calls wouldn't be needed but if you still need clarification, please email me.

If you have reviewed the confidentials and have your preferences, please let me know a good time to call you.

Have a good evening,

Chrissy

From: Gagliardi, Vito A. [REDACTED]@pbnlaw.com>
Sent: Sunday, September 10, 2023 4:11 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>
Subject: [External Email]Filling empty board seat

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I trust that this is helpful. Let me know if it can be of further assistance.

Vito A. Gagliardi, Jr., Esq.

Principal

██████████@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: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 08/09/2023 09:37:20 AM
To: Karen Bierman@monroe.k12.nj.us
Cc: Michelle.Scott@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us
Subject: Re: Resignation

Dear Karen

I am sorry to hear you are resigning, but I understand the reasons.

Thank you for your board service. It has been a great pleasure to serve our community with you and I know your contributions have had a positive impact on our district and community as a whole. We will truly miss you.

Best wishes to you in all you do. Be well.

Sincerely,

Chrissy

On Aug 9, 2023, at 9:08 AM, Karen Bierman <Karen.Bierman@monroe.k12.nj.us> wrote:

Dear President Skurbe and fellow board members,

This email represents my official notice of resignation from my board position with the Monroe Township Board of Education effective immediately.

I regretfully announce this decision due to personal reasons.

It has been a great pleasure to be alongside the individuals on the board (past and present) as well as district administration, staff, students and community members and I will always appreciate the experience and knowledge I gained during this time.

Sincerely,

Karen

From: Karen Bierman@monroe.k12.nj.us
Sent time: 08/09/2023 09:08:13 AM
To: Chrissy.Skurbe@monroe.k12.nj.us
Cc: Michelle.Scott@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us
Subject: Resignation

Dear President Skurbe and fellow board members,

This email represents my official notice of resignation from my board position with the Monroe Township Board of Education effective immediately.

I regretfully announce this decision due to personal reasons.

It has been a great pleasure to be alongside the individuals on the board (past and present) as well as district administration, staff, students and community members and I will always appreciate the experience and knowledge I gained during this time.

Sincerely,

Karen

From: Kathleen.Belko@monroe.k12.nj.us
Sent time: 08/14/2023 04:00:58 PM
To: Chrissy.Skurbe@monroe.k12.nj.us; Gazala Bohra@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us
Subject: Re: [External Email]Message from Concerned Monroe Parent

DO NOT REPLY ALL:

I would like to suggest to Mrs Skurbe and the Vice chair of policy (who I am assuming will take chair in light of Karen's resignation) call a meeting of the policy committee to discuss this policy and the concerns that are raised in this email. I would like to see our policy committee take a deep dive into this policy to assure that we are not doing as is suggested here and ignoring this issue and just accepting the latest directive from the state.

Chrissy I await your response.

DO NOT REPLY ALL I INCULDED THE BOARD AS A WHOLE FOR TRANSPARANCY

From: Steve [REDACTED]@gmail.com>
Sent: Monday, August 14, 2023 2:45 PM
To: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Karen Bierman <Karen.Bierman@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Subject: [External Email]Message from Concerned Monroe Parent

Some people who received this message don't often get email from steve.fridman@gmail.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

Dear Monroe Township Board of Education,

I'm a resident of Monroe and proud father of three children. As you are aware, there has been a lot of concern amongst parents across the entire state regarding the NJ DOE's "Transgender Student Guidance for School Districts". In fact, this issue has gone viral and reached a fever pitch even at the national level, with coverage in newspapers and television media across the country. Trenton believes that if our children decide to change their gender identity, pronouns, name, use different bathrooms, or change the gender of teams they play in, **school staff have no duty to notify the student's parents**. Per page 3 in the attached Guidance- "there is no affirmative duty for any school district personnel to notify a student's parent or guardian of the student's gender identity or expression." Meanwhile, if a child gets into a fight, skips school, harasses or bullies another child, uses inappropriate language against a staff member, gets sick, uses a substance, just to name some examples, parents are notified immediately (as they should be). Inexcusably, the state has chosen that gender is not an important enough matter to inform parents of. Keeping parents in the dark on a matter so crucial to their children's development is unacceptable and sets an alarming precedent. Three neighboring NJ towns realize the danger of this government overreach and have pushed back on Trenton. The three districts' new policies would require the school to notify parents if their children formally wanted to change their gender identity, pronouns or name, use different bathrooms, or change the gender of teams they play in (Fleming, Kirsten. "New Jersey parents fight Gov. Phil Murphy's gag on schools from telling them kids are trans." New York Post, 8 August 2023. <https://nypost.com/2023/08/08/new-jersey-parents-fight-gov-phil-murphys-gag-on-schools-from-telling-them-kids-are-trans/>). Specifically, on June 20, 2023, Marlboro Township Board of Education had implemented a revised policy which balances the right of parents to be informed while also being considerate of concerns for the child's individual rights as well as physical and emotional well-being. An excerpt from Marlboro's revised policy (attached) as follows-

- A student need not meet any threshold diagnosis or treatment requirements to have his or her gender identity recognized and respected by the school district, school, or school staff members. However, in the spirit of transparency and parental involvement, the district will notify a student's parent/guardian of the student's change in gender identity or expression except where there is reason to believe that doing so would pose a danger to the health or safety of the pupil.
- A school counselor will notify and collaborate with the student first before discussing a student's gender nonconformity or transgender status with the student's parent/guardian. That discussion will address any concerns the student has about such parental notification and discuss the process by which such notification shall occur including, but not limited to whether the student wishes to be given the opportunity to notify the parent/guardian first.
- Where there are concerns about disclosure to a parent/guardian posing a danger to the health or safety of the pupil, the administration in consultation with the school counselor, school psychologist and other district professionals shall determine the appropriate course of action.

- The Principal or designee should have a discussion with the student and parent/guardian to ascertain the student's preference on matters such as chosen name and chosen pronoun.
- In the event a parent/guardian objects to the minor student's name and/or pronoun change request, the Superintendent or designee should consult the Board Attorney regarding the minor student's and family's civil rights and protections under the NJLAD, N.J.S.A. 10:5-1 et. seq. Where there is disagreement between the student and the family, the Administration shall consult with the student and parent/guardian and develop a plan for how the student will be referred to at school, including the pupil's name and/or choice of pronouns.

In response to these careful measures to ensure that parents rightfully are kept informed of their own children's desire to change genders, Governor Murphy and the NJ Attorney General have filed lawsuits against the three towns. In fact, there is a public hearing tomorrow August 15 at 9am in the Monmouth County Courthouse. Along with countless concerned parents from towns across the state, I plan to attend. As a resident of Monroe Township, I stand together with these three brave towns to fight back against this absurd state guideline. The state has no business co-parenting our children by keeping secrets from us.

My questions to each of you on the MTBOE are as follows-

1. Where is this district on this matter? With all of the attention this topic is receiving across the state, across social media, print media, as well as cable TV news, Monroe Township has been inexcusably silent.
2. Why has Monroe not joined the other three towns in pushing back against Trenton? Why have elected MTBOE members chosen to stay on the sidelines of such an important issue pertaining to our children? The outcome of this case will have an impact on townships across NJ just like Monroe, not just these three. Why has the MTBOE chosen to abstain?
3. What is this board's plan to ensure that secrets aren't kept from parents?
4. As is evident from Marlboro Township's revisions to Policy 5756, there are ways to balance the individual needs and well-being of the students with the rights of parents. Why hasn't Monroe Township performed similar due diligence to craft a revision to the guidelines?

I speak on behalf of many Monroe residents in expressing my disappointment at this board's lack of action, interest even, with respect to this topic. If this board plans to simply effectuate every one of Trenton's guidelines out of fear of retaliation from Trenton, no matter how inappropriate or out of touch these guidelines may be, then the voters need to know. We will not vote for BOE candidates who simply serve to rubber stamp this Governor's inappropriate guidelines.

Looking forward to your response.

Sincerely,

Steve [REDACTED]

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

Sent time: 09/01/2023 12:09:25 PM

To: Chrissy.Skurbe@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us

Cc: Laura.Allen@Monroe.K12.NJ.US

Subject: Re: Informational Email

Ms. Skurbe, I informed you on August 20th about my flight change to September 21. I asked for a special meeting so I can still attend the interviews and choice of a board member replacement.

I think I emailed you about 4-5 time regarding this with no way that you would accommodate me and change just the interview portion of the meeting to another date.

I will be out of the country for my vacation from 9/14 to 9/21. My husband does not want me to LINK into a board meeting on our last night of vacation. Truthfully, I don't either.

I am going to REPEAT myself that I set my vacation for the 14th because of the already scheduled board meeting on 9/13.

I still feel that accommodations have been made in the past for other board members and when I ask (because this is an important meeting to me) I am denied.

You want us to work together well so do I. But it is hard to do that when you feel as if the board is one sided and I am on the wrong side.

Plese reconsider my request to add a special meeting for the candidate interviews. It would show a sign of good faith and maybe better working conditions on the board.

Let's not forget why we are there -for the children of Monroe Township!!!

Thank you!!!

Gail

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

Sent: Tuesday, August 29, 2023 12:03 PM

To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@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>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

Cc: Laura Allen <Laura.Allen@Monroe.K12.NJ.US>

Subject: Informational Email

Please do not reply to all. This is informational and not meant to spark a debate.

I was contacted yesterday by a board member who urged me to change the process we discussed in closed session to hold interviews of candidates for the vacant board seat on Sept 20th. I was asked to call a special meeting instead. I explained that as a board, in closed session, we decided not to have a special meeting. I was then told that if I didn't agree to it, 3 board members may chose to not show up and therefore not allow the Board to have a quorum and conduct the business of the board meeting. This is all being done because Ms DiPane will be on vacation and her flight was changed to the day after our meeting. I'm being accused of moving meetings to accommodate other board members vacations. That simply is not true. In fact, I offered Ms DiPane a link to call in and participate remote. She had not indicated whether or not she would participate remote but this board member who called me said she can't because she's not good work technology.

I want to remind the board that the board secretary issued a legal notice that we agreed to. That notice said that we would be conducting interviews on September 20. That is what we agreed to and what we legally advertised. To change to some other date or process opens the district up to a liability. [REDACTED]

As I said, Ms DiPane advised she was going on vacation after we unanimously approved the meeting dates at the August meeting. She is welcome to participate remotely and I am happy to ask the administration to contact IT to make all the arrangements.

If the other 3 board members decide that evening to not show up, I will explain the situation to the public in its entirety and what

not having a quorum will mean to bills not being paid, staff not being hired, trips not being approved etc etc.

We as board members take an oath to do what is in the best interest of the staff, students and the district as a whole. I hope we can put personal agendas aside and stop the politics of “us vs. them” mentality that has plagued some on this board and work together. We don’t all agree all the time but I have an obligation to the entire board to do what is right. Following what we agreed to in closed session and following our legal notice we authorized to be sent is what I consider doing the right thing for the district.

Please remember the advice we received. If we can not decide on a candidate by Oct 13th, the County will be tasked with deciding. I hope we can all come to the table and have a legitimate discussion and support a candidate for the vacant position.

Have a good day.

Chrissy

From: Chrissy.Skurbe@monroe.k12.nj.us
Sent time: 09/19/2023 02:27:54 PM
To: Reeshemah.Zielinski@Monroe.K12.NJ.US; Gazala.Bohra@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us
Cc: Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Nancy.Tagliaferro@Monroe.K12.NJ.US
Subject: Re: Revised Agenda

Thank you.

From: Reeshemah.Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Sent: Tuesday, September 19, 2023 2:03 PM
To: Chrissy.Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala.Bohra <Gazala.Bohra@monroe.k12.nj.us>; Peter.Tufano <Peter.Tufano@monroe.k12.nj.us>; Kate.Rattner <Kate.Rattner@monroe.k12.nj.us>; Kathleen.Belko <Kathleen.Belko@monroe.k12.nj.us>; Carmen.Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Katie.Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Gail.DiPane <Gail.DiPane@monroe.k12.nj.us>; Michelle.Scott <Michelle.Scott@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>; Nancy.Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>
Subject: RE: Revised Agenda

Harassment, Intimidation or Bullying was removed from the closed session portion of the agenda as there are no HIBs to report this month.

From: Reeshemah.Zielinski
Sent: Tuesday, September 19, 2023 1:59 PM
To: Chrissy.Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Gazala.Bohra <Gazala.Bohra@monroe.k12.nj.us>; Peter.Tufano <Peter.Tufano@monroe.k12.nj.us>; Kate.Rattner <Kate.Rattner@monroe.k12.nj.us>; Kathleen.Belko <Kathleen.Belko@monroe.k12.nj.us>; Carmen.Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Katie.Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Gail.DiPane <Gail.DiPane@monroe.k12.nj.us>; Michelle.Scott <Michelle.Scott@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>; Nancy.Tagliaferro <Nancy.Tagliaferro@Monroe.K12.NJ.US>
Subject: Revised Agenda

Good afternoon,

The following additions/revisions were made to the agenda:

Superintendent Personnel/Recommendation – 10 member vote

Addition

P *It is recommended by the Superintendent of Schools that the Board approve the following coaches at the High School for the 2023-2024 school year (account no 11-402-100-100-000-070):

Position	Name	Compensation
Head Coach Unified Dance	Katelyn Fasbach	\$1755
Head Coach Advanced Competition Cheer	Eric Brown	\$6396
Head Coach Intermediate Competition Cheer	Kimberly Lawson	\$6396
Winter Fitness/Aerobics	Sean Field	\$1755
Head Coach Unified Basketball	Sandra Mascali	\$1755
Head Coach Unified Basketball	Kaitlin Meyers	\$1755
Head Coach Swimming	Traci Rickert	\$9076
Head Coach Winter Cheerleading	Kimberly Lawson	\$6401
Head Coach Bowling	Andrew Isola	\$6078
Head Coach Ice Hockey	Kevin Felice	\$9076
Head Coach Girls' Winter Track	Christine Jessop	\$9831
Head Coach Boys' Winter Track	Mark Stranieri	\$9831
Head Coach Wrestling	Joe Eurell	\$9831
Head Coach Girls' Basketball	Leigh Vogtman	\$9831
Head Coach Boys' Basketball	Jeff Warner	\$9831
Winter Weight Training	Victoria Stec	\$1755
Winter Staff/Student Athletic Manager	Michael McDonald	\$6384

Q *It is recommended by the Superintendent of Schools that the Board approve the following paraprofessionals for afterschool unified clubs and athletics at the High School at their hourly step on guide for the 2023-2024 school year (account no 11-190-100-106-000-070):

Nancy McNulty – addition

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

Marian Zakhari, driver in the transportation department was removed from the agenda: [REDACTED]

Z *It is recommended by the Superintendent of Schools that the Board approve the following non-certificated staff on the following guides:

Additions:

4	Karen Walker	MTHS	Spec Ed Para RC	Step 6A Spec ed \$17.99+\$2.25 for 7 hours	11-213-100-106-000-070	retroactive to 9/1/23-6/30/24	Correction in step
5	Susan Riccio	Transportation	Spec Ed Para Bus Aide	Step 1 Spec ed \$15.69+\$2.25 for 5.75 hours	11-000-270-107-000-096	retroactive to 9/1/23-6/30/24	Correction in step

Superintendent Personnel/Recommendation – 9 member vote

Addition:

AH. It is recommended by the Superintendent of Schools that the Board accept the resignation of **Ms. Radhika Srikanth**, paraprofessional at Applegarth School, retroactive to September 5, 2023.

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

Addition: (resume attached)

6.	Riley Nolan	MTMS	Teacher of Social Studies	Step 1 BA \$52,872 prorated	11-130-100-101-000-080	11/1/23-4/16/24	Leave position
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BG It is recommended by the Superintendent of Schools that the Board approve the following certificated staff at the following step on guide:

Addition:

8.	Michael DiTullo	Brookside	Custodian	Step E+2nd shift \$20.72+\$1.00 for 8 hours	11-000-262-100-000-020	10/2/23-6/30/24	Resignation replacement
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Business Administrator's Report (10 member vote)

B *BILL LIST resolution revised

It is recommended that the bills totaling \$6,508,773.10 be ratified by the Board. The bills have been reviewed and certified by the Chairperson of the Finance Committee and Business Administrator. It is further recommended that the previously submitted Addendum to the Bill List totaling \$4,839,497.70 be ratified by the Board.

Business Administrator's Report (9 member vote)

H *PROFESSIONAL APPOINTMENTS: Added

1 It is recommended that the members of the Monroe Township Board of Education approve the previously submitted Change Order No. 1 to the contract between the Monroe Township Board of Education and EACM Corp. in the amount of \$46,000.00 for Automatic Temperature Controls integration of a new chiller and rooftop HVAC units for the main building and "A" wing.

Reeshemah.Zielinski
Confidential Secretary to the Superintendent of Schools
Monroe Township Schools
423 Bucklewe Ave
Monroe Township, NJ 08831

From: Nancy.Tagliaferro@Monroe.K12.NJ.US
Sent time: 08/16/2023 02 22 27 PM
To: Carmen.Alvarez@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us
Cc: Chrissy.Skurbe@monroe.k12.nj.us; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: Revised Agenda
Attachments: Additional Resumes.pdf Revised Agenda 08.16.23.pdf

Good afternoon,
Attached please find a revised agenda for this evening. Below are the revisions that have been made:

Under Personnel Items 10-member vote
Additional recommendations:

Y. (added)

Volunteer Coach - Intermediate Competition Cheer	Kimberly Lawson	Volunteer
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AF (added)

4	Paul Spinelli	MTHS	Teacher of Biology	Step 11 MA+30 \$94,247 00+\$4,500	11-140-100-101-000-070	9/1/23-6/30/24	Resignation replacement
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AI. (added)

7	Thomas Goletz	District	School Security Officer	Step 11 NS \$34 67+1 00 8 hours	11-000-266-100-000-020	9/1/23-6/30/24	Resignation replacement
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AJ. (added)

*It is recommended by the Superintendent of Schools that the Board approve an increase in hours of the following bus drivers due to mid-day runs at their hourly step on guide retroactive to September 1, 2023 through June 30, 2024 (account no 11-000-270-160-000-096):

Driver	Hour Increase
Kim Poll	0 5 hour daily
Sandra Chong	1 hour daily
Maria Steinberg	1 hour daily
Michele Britt	1 25 hours daily
Cheryl Walus	1 5 hours daily
Carol Majewski	1 5 hours daily
Erik Strommen	1 5 hours daily
Suzanne Lohman	1 5 hours daily
Corrine Larsen	2 hours daily
Maria Salvador	2 hours daily
Eunice Fonseca	2 hours daily
Regina Martyka	2 hours daily

Correction:

AN Revised Step

*It is recommended by the Assistant Superintendent of Schools that the Board approve the following coaches and steps at the High School for the 2023-2024 school year (account no 11-402-100-100-000-070):

Position	Name	Compensation
Fall Staff Student Athletic Manager	Kenneth Chanley	Step 1 - \$5,172

Under Personnel Items 9-member vote
Additional recommendations:

BU. (added)

19	Andrea Ponn	MTMS	Teacher of Math	Step 8A MA \$65,447+\$3600 prorated	11-130-100-101-000-080	9/1/23-1/9/24	Leave position
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BV. (added)

19.	Andrea Ponn	MTMS	Teacher of Math	Step 8A MA \$65,447+\$3600 prorated	11-130-100-101-000-080	9/1/23-1/9/24	Leave position
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****please note these additions adjusted the agenda item letters AJ-AN and AO-BZ****

From: Reeshemah Zielinski@Monroe.K12.NJ.US
Sent time: 09/19/2023 01:59:00 PM
To: Chrissy.Skurba@monroe.k12.nj.us; Gazala Bohra@monroe.k12.nj.us; Peter Tufano@monroe.k12.nj.us; Kate Rattner@monroe.k12.nj.us; Kathleen Belko@monroe.k12.nj.us; Carmen Alvarez@monroe.k12.nj.us; Katie Fabiano@monroe.k12.nj.us; Gail DiPase@monroe.k12.nj.us; Michelle Scott@monroe.k12.nj.us
Cc: Chari Chanley@Monroe.K12.NJ.US; Adam Layman@Monroe.K12.NJ.US; Laura Allen@Monroe.K12.NJ.US; Nancy.Tagliaferro@Monroe.K12.NJ.US
Subject: Revised Agenda
Attachments: Revised Agenda.pdf Resume.pdf EACM Corp. Change to order No. 1.pdf Addendum Bill List 9-20-23.pdf

Good afternoon,

The following additions/revisions were made to the agenda:

Superintendent Personnel/Recommendation – 10 member vote

Addition

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Nancy McNulty – **addition**

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5	Susan Riccio	Transportation	Spec Ed Para Bus Aide	Step 1 Spec ed \$15 69+\$2 25 for 5 75 hours	11-000-270-107-000-096	retroactive to 9/1/23-6/30/24	Correction in step

Superintendent Personnel/Recommendation – 9 member vote

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Business Administrator's Report (10 member vote)

B *BILL LIST resolution revised

It is recommended that the bills totaling \$6,508,773 10 be ratified by the Board. The bills have been reviewed and certified by the Chairperson of the Finance Committee and Business Administrator. It is further recommended that the previously submitted Addendum to the Bill List totaling \$4,839,497 70 be ratified by the Board.

Business Administrator's Report (9 member vote)

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Reeshemah Zielinski
Confidential Secretary to the Superintendent of Schools
Monroe Township Schools
423 Bucklewe Ave
Monroe Township, NJ 08831
Phone: 732-521-1500 ext. 4224
Fax: 732-521-2719

From: Steve [REDACTED]@gmail.com>
Sent time: 08/14/2023 02:45:36 PM
To: Chrissy.Skurbe@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; carmen.alvarez@monroe.k12.nj.us; gail.dipane@monroe.k12.nj.us; peter.tufano@monroe.k12.nj.us
Subject: [External Email]Message from Concerned Monroe Parent
Attachments: NJ DOE Guidance.pdf Marlboro Revised 5756.pdf

Some people who received this message don't often get email from steve.fridman@gmail.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

Dear Monroe Township Board of Education,

I'm a resident of Monroe and proud father of three children. As you are aware, there has been a lot of concern amongst parents across the entire state regarding the NJ DOE's "Transgender Student Guidance for School Districts". In fact, this issue has gone viral and reached a fever pitch even at the national level, with coverage in newspapers and television media across the country. Trenton believes that if our children decide to change their gender identity, pronouns, name, use different bathrooms, or change the gender of teams they play in, **school staff have no duty to notify the student's parents**. Per page 3 in the attached Guidance- "there is no affirmative duty for any school district personnel to notify a student's parent or guardian of the student's gender identity or expression." Meanwhile, if a child gets into a fight, skips school, harasses or bullies another child, uses inappropriate language against a staff member, gets sick, uses a substance, just to name some examples, parents are notified immediately (as they should be). Inexcusably, the state has chosen that gender is not an important enough matter to inform parents of.

Keeping parents in the dark on a matter so crucial to their children's development is unacceptable and sets an alarming precedent. Three neighboring NJ towns realize the danger of this government overreach and have pushed back on Trenton. The three districts' new policies would require the school to notify parents if their children formally wanted to change their gender identity, pronouns or name, use different bathrooms, or change the gender of teams they play in (Fleming, Kirsten. "New Jersey parents fight Gov. Phil Murphy's gag on schools from telling them kids are trans." New York Post, 8 August 2023. <https://nypost.com/2023/08/08/new-jersey-parents-fight-gov-phil-murphys-gag-on-schools-from-telling-them-kids-are-trans/>). Specifically, on June 20, 2023, Marlboro Township Board of Education had implemented a revised policy which balances the right of parents to be informed while also being considerate of concerns for the child's individual rights as well as physical and emotional well-being. An excerpt from Marlboro's revised policy (attached) as follows-

- A student need not meet any threshold diagnosis or treatment requirements to have his or her gender identity recognized and respected by the school district, school, or school staff members. However, in the spirit of transparency and parental involvement, the district will notify a student's parent/guardian of the student's change in gender identity or expression except where there is reason to believe that doing so would pose a danger to the health or safety of the pupil.
- A school counselor will notify and collaborate with the student first before discussing a student's gender nonconformity or transgender status with the student's parent/guardian. That discussion will address any concerns the student has about such parental notification and discuss the process by which such notification shall occur including, but not limited to whether the student wishes to be given the opportunity to notify the parent/guardian first.
- Where there are concerns about disclosure to a parent/guardian posing a danger to the health or safety of the pupil, the administration in consultation with the school counselor, school psychologist and other district professionals shall determine the appropriate course of action.
- The Principal or designee should have a discussion with the student and parent/guardian to ascertain the student's preference on matters such as chosen name and chosen pronoun.
- In the event a parent/guardian objects to the minor student's name and/or pronoun change request, the Superintendent or designee should consult the Board Attorney regarding the minor student's and family's civil rights and protections under the NJLAD, N.J.S.A. 10:5-1 et. seq. Where there is disagreement between the student and the family, the Administration shall consult with the student and parent/guardian and develop a plan for how the student will be referred to at school, including the pupil's name and/or choice of pronouns.

In response to these careful measures to ensure that parents rightfully are kept informed of their own children's desire to change genders, Governor Murphy and the NJ Attorney General have filed lawsuits against the three towns. In fact, there is a public hearing tomorrow August 15 at 9am in the Monmouth County Courthouse. Along with countless concerned parents from towns across the state, I plan to attend. As a resident of Monroe Township, I stand together with these three brave towns to fight back against this absurd state guideline. The state has no business co-parenting our children by keeping secrets from us.

My questions to each of you on the MTBOE are as follows-

1. Where is this district on this matter? With all of the attention this topic is receiving across the state, across social media, print media, as well as cable TV news, Monroe Township has been inexcusably silent.
2. Why has Monroe not joined the other three towns in pushing back against Trenton? Why have elected MTBOE members chosen to stay on the sidelines of such an important issue pertaining to our children? The outcome of this case will have an impact on townships across NJ just like Monroe, not just these three. Why has the MTBOE chosen to abstain?
3. What is this board's plan to ensure that secrets aren't kept from parents?
4. As is evident from Marlboro Township's revisions to Policy 5756, there are ways to balance the individual needs and well-being of the students with the rights of parents. Why hasn't Monroe Township performed similar due diligence to craft a revision to the guidelines?

I speak on behalf of many Monroe residents in expressing my disappointment at this board's lack of action, interest even, with respect to this topic. If this board plans to simply effectuate every one of Trenton's guidelines out of fear of retaliation from Trenton, no matter how inappropriate or out of touch these guidelines may be, then the voters need to know. We will not vote for BOE candidates who simply serve to rubber stamp this Governor's inappropriate guidelines.

Looking forward to your response.

Sincerely,

Steve [REDACTED]

From: Reeshemah.Zielinski@Monroe.K12.NJ.US
Sent time: 07/18/2023 04:08:48 PM
To: Chrissy.Skurbe@monroe.k12.nj.us; Karen.Bierman@monroe.k12.nj.us; Kathleen Belko@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us
Cc: Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Nancy.Tagliaferro@Monroe.K12.NJ.US
Subject: Revised Agenda
Attachments: Revised Agenda.pdf Additional resume.pdf Scenario Learning, LLC dba Vector Solutions.pdf Addendum2 - Bill list 7-19-23.pdf

Good afternoon,

The following revisions/additions were made to the agenda:

Closed Session

Added - Superintendent's Evaluation

Revision - Matters protected by attorney/client privilege, including: proposed confidential Settlement Agreements involving students #81597 & #85784

Superintendent's Report/Recommendation – 10 member vote

H. *It is recommended by the Superintendent of Schools that the Board approve the following staff for the Extended School Year Program retroactive to July 6, 2023 through August 16, 2023 for 4.5 hrs/day certificated staff at the hourly instructional rate \$55.00; paraprofessionals at the noted rate:

Sumita Gupta ESY Sub Teacher

L. *It is recommended by the Superintendent of Schools that the Board approve the following staff as summer curriculum writers to write curriculum for the 2023-2024 school year at the stipend of \$1534 full year curriculum (account no. 11-000-221-104-000-091):

Jessica Singer – Graphic Design 2

AA. *It is recommended by the Superintendent of Schools that the Board approve the following staff for Freshman Orientation on August 23, 2023 and August 24, 2023 for a total of 10 hours at the hourly instructional rate (\$55.00) (account no. 11-140-100-101-000-070):

Renata MacKenzie

Superintendent's Report/Recommendation – 9 member vote

AZ. It is recommended by the Superintendent of Schools that the Board approve the following staff as curriculum writers to write curriculum retroactive to July 1, 2023 through September 30, 2023 at the stipend of \$1534 (account no. 11-000-221-104-000-091):

Janine Young – 50% Grade 2 ELA

BB. It is recommended by the Superintendent of Schools that the Board approve the following teachers as Technology Resource personnel effective September 1, 2023 through June 30, 2024 at a stipend of \$1206:

Jessica Jodogne – Mill Lake

BL. It is recommended by the Superintendent of Schools that the Board approve the following staff at MTMS as Team Leaders for the 2023-2024 school year at a stipend of \$1624 (account no. 11-130-100-101-000-080):

Jennifer Basmagy 50%	Destination
Nicole Stevens 50%	Destination

BO. It is recommended by the Superintendent of Schools that the Board approve the following staff for AM/PM Bus Coverage at the non-instructional hourly rate of \$46.00; hourly step on guide, 1 hour daily as needed, effective September 1, 2023 through June 30, 2024:

Mill Lake (account no. 11-120-100-101-000-040)

Melissa Fletcher

Lisa Papandrea

Sandra Cormey

Charlene Lombard

Kayla Crawford

BP. It is recommended by the Superintendent of Schools that the Board approve the following staff as School Truancy Officer effective September 1, 2023 through June 30, 2024 at a stipend of \$931.25 for the school year:

Mill Lake (account no. 11-000-211-100-000-040)
Stacey D'Aversa

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

Taylor Bell – Grade 1 at Mill Lake – Transfer replacement (see resume attached)

Superintendent's Report/Board Action – 10 member - Added

P. *It is recommended by the Superintendent of Schools that the Board approve the previously submitted agreement between Scenario Learning, LLC dba Vector Solutions and the Monroe Township School District for annual subscription fees to provide training, inclusive instruction and intervention for a total cost of \$9,851.50. (see attached)

Q. ***WHEREAS** the District is a member of the New Jersey State Interscholastic Athletic Association ("NJSIAA"); and

WHEREAS the NJSIAA sets the start dates for interscholastic sports; and

WHEREAS the NJSIAA allows for an optional 2-day early start date for heat acclimatization purposes in its guidelines;

NOW THEREFORE BE IT RESOLVED, the Board hereby sets the start date for football for the 2023-2024 season as August 7, 2023, and the start date for field hockey for the 2023-2024 season as August 18, 2023.

Under Business Administrator's Report 10 – member vote

Added

- A. 19. It is recommended that members of the Monroe Township Board of Education retroactively approve **Josh Ehrlich**, 408 W39 Street, New York, NY 10018, for the High School Choir Arrangement for or a total fee of \$450.00.

B. ***BILL LIST**

It is recommended that the bills totaling \$33,502.33 be ratified by the Board. The bills have been reviewed and certified by the Chairperson of the Finance Committee and Business Administrator. It is further recommended that the previously submitted Addendum to the Bill List totaling \$751,712.81 and Addendum 2 totaling \$2,669,049.19 be ratified by the Board.

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

From: Nancy.Tagliaferro@Monroe.K12.NJ.US
Sent time: 08/16/2023 02:59:45 PM
To: Carmen.Alvarez@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us; Chrissy.Skurbe@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us
Cc: Chrissy.Skurbe@monroe.k12.nj.us; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: RE: Revised Agenda
Attachments: Agenda final.pdf

Please use the final agenda attached When printing I noticed that agenda categories were out of order I will make a few extra copies and bring with me tonight

From: Nancy Tagliaferro
Sent: Wednesday, August 16, 2023 2:22 PM
To: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Michelle Scott <Michelle.Scott@monroe.k12.nj.us>; Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>
Cc: Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>; Adam Layman <Adam.Layman@Monroe.K12.NJ.US>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Revised Agenda

Good afternoon,
Attached please find a revised agenda for this evening Below are the revisions that have been made:

Under Personnel Items 10-member vote
Additional recommendations:

Y. (added)

Volunteer Coach - Intermediate	Kimberly Lawson	Volunteer
Competition Cheer		

AF (added)

4	Paul Spinelli	MTHS	Teacher of Biology	Step 11 MA+30 \$94,247.00+\$4,500	11-140-100-101-000-070	9/1/23-6/30/24	Resignation replacement
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AI. (added)

7	Thomas Goletz	District	School Security Officer	Step 11 NS \$34,671.00 8 hours	11-000-266-100-000-020	9/1/23-6/30/24	Resignation replacement
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AJ. (added)

*It is recommended by the Superintendent of Schools that the Board approve an increase in hours of the following bus drivers due to mid-day runs at their hourly step on guide retroactive to September 1, 2023 through June 30, 2024 (account no 11-000-270-160-000-096):

Driver	Hour Increase
Kim Poll	0.5 hour daily
Sandra Chong	1 hour daily
Maria Steinberg	1 hour daily
Michele Britt	1.25 hours daily
Cheryl Walus	1.5 hours daily
Carol Majewski	1.5 hours daily
Erik Strommen	1.5 hours daily
Suzanne Lohman	1.5 hours daily
Corrine Larsen	2 hours daily
Maria Salvador	2 hours daily
Eunice Fonseca	2 hours daily
Regina Martyka	2 hours daily

Correction:

AN Revised Step

*It is recommended by the Assistant Superintendent of Schools that the Board approve the following coaches and steps at the High School for the 2023-2024 school year (account no 11-402-100-100-000-070):

Position	Name	Compensation
Fall Staff Student Athletic Manager	Kenneth Chanley	Step 1 - \$5,172

Under Personnel Items 9-member vote
Additional recommendations:

BU. (added)

19	Andrea Ponn	MTMS	Teacher of Math	Step 8A MA \$65,447+\$3,600 prorated	11-130-100-101-000-080	9/1/23-1/9/24	Leave position
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BV. (added)

19.	Andrea Ponn	MTMS	Teacher of Math	Step 8A MA \$65,447+\$3,600 prorated	11-130-100-101-000-080	9/1/23-1/9/24	Leave position
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****please note these additions adjusted the agenda item letters AJ-AN and AO-BZ****

From: Karen Bierman@monroe.k12.nj.us
Sent time: 08/09/2023 09:08:13 AM
To: Chrissy.Skurbe@monroe.k12.nj.us
Cc: Michelle.Scott@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us
Subject: Resignation

Dear President Skurbe and fellow board members,

This email represents my official notice of resignation from my board position with the Monroe Township Board of Education effective immediately.

I regretfully announce this decision due to personal reasons.

It has been a great pleasure to be alongside the individuals on the board (past and present) as well as district administration, staff, students and community members and I will always appreciate the experience and knowledge I gained during this time.

Sincerely,

Karen

From: Reeshemah.Zielinski@Monroe.K12.NJ.US
Sent time: 08/15/2023 03:22:58 PM
To: Chrissy.Skurbe@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Kathleen.Belko@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Gail.DiPane@monroe.k12.nj.us; Katie.Fabiano@monroe.k12.nj.us; Kate.Rattner@monroe.k12.nj.us; Peter.Tufano@monroe.k12.nj.us; Michelle.Scott@monroe.k12.nj.us
Cc: Chari.Chanley@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US; Nancy.Tagliaferro@Monroe.K12.NJ.US
Subject: Revised Agenda
Attachments: Revised Agenda.pdf HS Residency.pdf Residency K-8.pdf Professional Development.pdf Professional Development K-8.pdf R 2624.pdf Teacher of Business.pdf Addendum Bill List 8-16-23.pdf Financials 08.16.23.pdf Summary Cash Report 06.30.23.pdf Transfer 12.pdf

Good afternoon,

The following revisions/additions were made to the agenda:

Superintendent Report – Personnel 10 member vote:

F. *It is recommended by the Superintendent of Schools that the Board approve a medical leave of absence to **Mr. Michael Apuzzo**, paraprofessional in the Transportation Department, effective September 1, 2023 through September 22, 2023 in accordance with Article 21 paragraph F 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 Mr. Apuzzo may be entitled to.

H. *It is recommended by the Superintendent of Schools that the Board approve an unpaid leave of absence under NJFLA to **Mr. Jeffrey Vanliew**, custodian at MTHS, effective September 11, 2023 through December 5, 2023. Mr. Vanliew's unpaid days will be counted against his entitlement to unpaid leave pursuant to the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et. seq., as appropriate.

U. *It is recommended by the Superintendent of Schools that the Board approve the following staff as a Mentor for the 2023-2024 school year:

addition:

Jessica Singer (HS)

Y. *It is recommended by the Superintendent of Schools that the Board approve the following coaches and steps at the High School for the 2023-2024 school year (account no. 11-402-100-100-000-070):

Addition:

Joe Eurell – Volunteer Substitute Fall Staff Student Athletic Manager

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

Mark Riches – Teacher of Business at MTHS (see resume attached)

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

50. Adrienne Shanfield transfer to the High School

AK. *It is recommended by the Superintendent of Schools that the Board approve the following list of substitutes for the 2023-2024 school year: **The following volunteer coaches were removed:**

Kayla Albrethsen, Kaitlyn Carduner, Jonathan Grasso, Nicholas Isola, Kyle Knotts, Amanda McCormack and Mikey Nicholas

AI. *It is recommended by the Superintendent of Schools that the Board approve the following non-certificated staff on the following guides:

6. Laura Cassamassino as Athletic Office Secretary

AM. *It is recommended by the Assistant Superintendent of Schools that the Board approve the following coaches and steps at the High School for the 2023-2024 school year (account no. 11-402-100-100-000-070):

Position	Name	Compensation
Fall Staff Student Athletic Manager	Kenneth Chanley	Step 3 - \$5172

Superintendent Report – Personnel 9 member vote:

AY. It is recommended by the Superintendent of Schools that the Board approve a medical leave of absence to **Ms. Deborah Force**, school nurse at MTMS effective September 1, 2023 through October 6, 2023 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. Force may be entitled to.

BN. It is recommended by the Superintendent of Schools that the Board approve the following certificated staff as a Buddy Teacher

for 5 hours each at a stipend of \$250.00 each for the 2023-2024 school year (Grant Funded):

additions

Melissa Basmajian
Daniela Butta
Maureen Jones
Charlene Lombard

BS. It is recommended by the Superintendent of Schools that the Board approve the following summer paraprofessional at MTMS for 2023 office summer work at a rate of \$18.60/hr. for a combined total amount of hours not to exceed 500 hours:

Laura Spero

BT. It is recommended by the Superintendent of Schools that the Board approve the following staff for AM/PM Bus Coverage at the non-instructional hourly rate of \$46.00; hourly step on guide, 1 hour daily as needed, effective September 1, 2023 through June 30, 2024:

Mill Lake (account # 11-120-100-101-000-040)

Meryn Borquist

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

16. Amanda Lair – Teacher of Grade 2 Title I Boot camp

Superintendent – Board Action – 10 member vote

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A. Residency Contract

In accordance with Policy #5111 regarding residency contracts, it is recommended by the Superintendent of Schools that the Board approve the enrollment of the children noted on the attached Residency Contract whose family is under contract for future residency in Monroe Township. (ADDITIONAL RESIDENCY – SEE ATTACHED)

B. *It is recommended by the Superintendent of Schools that the Board approve the previously submitted list of requests for Staff Professional Development. (SEE REVISED REPORT ATTACHED)

E. *It is recommended by the Superintendent of Schools that the Board approve the following Policies and Regulations for a first reading:

R 2624	Grading System
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(Page 4 of 9 of the above regulations should read as follows:

Final Grade

The final grade is determined using the following formula:

MP 1 = 22%

MP 2 = 22%

MP 3 = 22%

MP 4 = 22%

Final Exam = 12%

(Average MP 1-4 X 88%) + (Final Exam X 12%) = Final Grade

Superintendent – Board Action – 9 member vote

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N. Residency Contract

In accordance with Policy #5111 regarding residency contracts, it is recommended by the Superintendent of Schools that the Board approve the enrollment of the children noted on the attached Residency Contract whose family is under contract for future residency in Monroe Township. (additional residency contract – see attached)

O. It is recommended by the Superintendent of Schools that the Board approve the previously submitted list of requests for Staff Professional Development.

Addition: Noreen Clifford

The following staff were moved from 10 member vote to 9 member vote: Christopher Muce, Melissa Ladd, George Meyers, and Mary Howroyd

Business Administrator's Report (10-member vote)

New resolutions:

***TRANSFER #12**

It is recommended that members of the Monroe Township Board of Education approve Transfer #12 for Fiscal Year 2022/23 as previously submitted.

***SECRETARY'S FINANCIAL & CASH REPORT**

In accordance with N.J.A.C. 6A:23-2.11(c) 4, Be It Resolved that the Board of Education hereby certifies that it is in receipt of the Financial Reports for June 2023, which indicates that no major accounts or funds have been over expended and that sufficient funds are available to meet the district's financial obligations for the fiscal year in accordance with N.J.A.C. 6A:23-2.11(b). In accordance with N.J.A.C. 6A:23-2.11(c) 3, Be It Further Resolved that the Business Administrator certifies that the June 2023 Secretary's Report indicates that no line item account has encumbrances and expenditures which in total exceed the line item appropriation in accordance with N.J.A.C. 6A:23-2.11(a).

***2022/2023 SUMMARY CASH REPORT**

Be it Resolved that members of the Monroe Township Board of Education hereby certify that they are in receipt of the Summary Cash Report for the fiscal year ending June 30, 2023.

Revised resolution:

B. * BILL LIST

It is recommended that the bills totaling \$10,013,078.44 be ratified by the Board. The bills have been reviewed and certified by the Finance Committee and Business Administrator.

It is further recommended that the previously submitted Addendum to the Bill List totaling \$2,449,299.87 be ratified by the Board.

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