



State of New Jersey

DEPARTMENT OF EDUCATION

PO Box 500

TRENTON, NJ 08625-0500

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

SCHOOL ETHICS COMMISSION

March 24, 2023

For Complainant

Leonard Thor
8 Quail Court
Marlboro, New Jersey 07746

For Respondent

Aldo Patrino
10 Opatut Court
Morganville, New Jersey 07751

SUBJECT: LEONARD THOR v. ALDO PATRUNO, MARLBORO TOWNSHIP
BOARD OF EDUCATION, MONMOUTH COUNTY, SCHOOL ETHICS
COMMISSION DOCKET #C34-23

Dear Parties:

Please allow this correspondence to acknowledge the School Ethics Commission's (Commission) receipt of a filing by the named Complainant in connection with the above-captioned matter. In the **Complaint**, which was received by the Commission on March 24, 2023, it is contended that the named Respondent violated the following provisions of the School Ethics Act (Act):

- *N.J.S.A. 18A:12-24.1(a)*, *N.J.S.A. 18A:12-24.1(c)*, *N.J.S.A. 18A:12-24.1(e)* and *N.J.S.A. 18A:12-24.1(i)* of the Code of Ethics for School Board Members (Code) in Count 1;
- *N.J.S.A. 18A:12-24.1(a)* of the Code in Count 2;
- *N.J.S.A. 18A:12-24.1(g)* and *N.J.S.A. 18A:12-24.1(i)* of the Code in Count 3;
- *N.J.S.A. 18A:12-24.1(g)* and *N.J.S.A. 18A:12-24.1(i)* of the Code in Count 4; and
- *N.J.S.A. 18A:12-24.1(c)*, *N.J.S.A. 18A:12-24.1(e)*, *N.J.S.A. 18A:12-24.1(g)* and *N.J.S.A. 18A:12-24.1(i)* of the Code in Count 5;

www.nj.gov/education

Respondent shall have **twenty (20) days from receipt**¹ of the Complaint within which to file a **Written Statement** in accordance with *N.J.A.C. 6A:28-7 et seq.*

Pursuant to *N.J.A.C. 6A:28-7.2*, a Written Statement shall:

1. Fully and completely advise the parties and the Commission as to the nature of Respondent's defenses for each allegation, including any grounds upon which dismissal should be granted.
2. Admit or deny each allegation set forth in the Complaint with specificity. Denials shall fairly meet the substance of the allegations being denied. If Respondent intends in good faith to deny only part of an allegation, Respondent shall specify which parts are true, and deny only the remainder.
3. Be signed by Respondent, and Respondent shall certify as to the accuracy of the Written Statement.

In the Written Statement, Respondent may allege that the Complaint is frivolous pursuant to the standard set forth in *N.J.S.A. 18A:12-29(e)*. If Respondent asserts that the Complaint is frivolous, Complainant shall then have twenty (20) days from receipt of the frivolous allegation within which to file a response to the frivolous allegation **only**. *N.J.A.C. 6A:28-7.2(b)*.

Respondent's Written Statement must either be mailed **or** emailed to the Commission and to the named Complainant, along with proof of service conforming to the requirements set forth in *N.J.A.C. 6A:28-1.7*. For ease of reference, the Commission's mailing address is School Ethics Commission, c/o New Jersey Department of Education, P.O. Box 500, Trenton, New Jersey 08625, and the Commission's email address is school.ethics@doe.nj.gov.

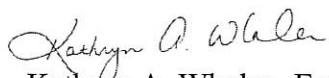
After Respondent files a Written Statement, and Complainant files a response to an allegation of frivolous filing (if asserted by Respondent), the Commission shall decide, by majority vote, whether **probable cause** exists for the allegations in the Complaint. Probable cause shall be found when the facts and circumstances presented in the Complaint and Written Statement would lead a reasonable person to believe that the Act has been violated. If the Commission does not find probable cause, the above-captioned matter will be dismissed. If the Commission finds probable cause for the allegations in the Complaint, the above-captioned matter shall be processed in accordance with *N.J.A.C. 6A:28-9.8*.

Subject to the exceptions set forth at *N.J.A.C. 6A:28-6.6(g)*, the Commission shall hold all information confidential regarding any pending matter until the Commission finds that a school official has violated the Act, or until such time that the above-captioned matter is settled, withdrawn or dismissed.

¹ If mailed, "receipt" shall be deemed to be three (3) days from the date of this notice. If sent electronically, "receipt" shall be deemed to be the same date of this notice.

If you have any questions, please contact our office at school.ethics@doe.nj.gov.

Sincerely,

A handwritten signature in cursive script that reads "Kathryn A. Whalen".

Kathryn A. Whalen, Esq.
Director, School Ethics Commission

LEONARD THOR, Complainant, v. ALDO PATRUNO, MARLBORO TOWNSHIP BOARD OF EDUCATION, MONMOUTH COUNTY Respondent	BEFORE THE SCHOOL ETHICS COMMISSION OF NEW JERSEY SCHOOL ETHICS ACT COMPLAINT FORM
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I, Leonard Thor, residing at

8 Quail Court
Marlboro, NJ 07746

Phone number: 732-431-4270
Email: LennyThor726@gmail.com

request the School Ethics Commission to consider a complaint against the above-named Respondent whose home address is

10 Opatut Court
Morganville, NJ 07751

Phone number: Unknown
Email: apatruno@mtps.org

in accordance with the authority of the School Ethics Commission to entertain such complaints under N.J.S.A. 18A:12-21 et seq.

The facts upon which this complaint is based are as follows:

RELEVANT BACKGROUND INFORMATION

Mr. Aldo Patruno became a Marlboro Township Board of Education member on January 4, 2022. Since then, he has made numerous violations based on the Code of Ethics for School Board Members. This complaint will only reference violations from the past 180 days. Mr. Patruno posted and said inaccurate as well as misleading information about the superintendent, administration, staff, and Board of Education members, which cast them all in a negative manner. Mr. Patruno in public board meetings and in Facebook posts made comments that were baseless and without context.

1. Statement of specific facts in support of the allegation:

On October 1, 2022, Marlboro Township Board of Education board member, Jennifer Silacci, made a post on the Marlboro NJ Residents Facebook page on behalf of herself and running mate, Dr. Randy Heller, Marlboro Township Board of Education Board President. Aldo Patruno, also a MTPS Board of Education Board member, commented on her post. Part of his comment stated, *"I believe that parents have woken up since the pandemic and will be voting once again this year as they did last year to protect parental rights, which I don't feel you or your running mate have made much of a priority while on the board."* Additionally, he wrote, *"Yours and your running mates voting record indicate to me that you would rather follow directions of the state and and governor over the pleas of the parents in our community who voted you in and who you are supposed to be representing."* The screenshot of Mr. Patruno's comment under Exhibit 1 is attached.

Date of occurrence: October 1, 2022

I assert this to be a violation of: 18A:12-24.1(a). for the following reasons:

Mr. Patruno criticized Dr. Heller and Mrs. Silacci for "following the directions of the state and governor." Dr. Heller and Mrs. Silacci did vote based on mandates from the state regarding masks and the curriculum. They were not able to go against the state in their capacity as board members. Advisory Opinion A12-22 states, "if "a final decision from any court of law or administrative agency of this State were issued and it showed that an individual school official had acted contrary to the laws, rules, and regulations promulgated by the State Board of Education, he/she could then be found in violation of N.J.S.A. 18A:12-24.1(a)." Dr. Heller and Mrs. Silacci are required to follow directives from the governor and state and as board members are unable to override that.

The precedent case of Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17 should also be referenced. In the decision it states, "ALJ Testa noted that Respondent "inaccurately published Complainant's salary" to "negatively impact the opinions of the [LEA] 5

and its members, specifically, [Complainant].” In this way, “[Respondent] attempted to effect changes to salaries and policies that govern salaries through the unethical procedure of targeting [Complainant] and misrepresenting her salary, violating N.J.S.A. 18A:12-24.1(a).” Mr. Patruno inaccurately stated that Dr. Heller and Mrs. Silacci did not protect parental rights and voted based on directions from the state of New Jersey and governor.

I assert this to be a violation of: 18A:12-24.1(c). for the following reasons:

The precedent case of Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17 will be referenced again. One part of the decision stated, “In violation of N.J.S.A. 18A:12-24.1(c), Respondent’s post “contained gross misrepresentations, was meant to interfere with negotiations and ‘frame policies and plans’ before the ‘board has consulted those who will be affected by them.” In this case, Mr. Patruno was trying to interfere with Dr. Heller and Mrs. Silacci being re-elected to the Marlboro Township Public Schools Board of Education.

I assert this to be a violation of: 18A:12-24.1(e). for the following reasons:

The precedent case of Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17 should be referenced once again. One part of the decision stated, “Regarding the violation of N.J.S.A. 18A:12-24.1(e), ALJ Testa found that Respondent, a “sitting board member, repeatedly and deliberately attacked [Complainant], a teacher hired by the same Board, through numerous blog posts...Not only did he allege that Complainant was unqualified, that she received her job through patronage, he also suggested, among other things, that Complainant was a “greedy bastard” who did not “put children first...ALJ Testa found that Respondent’s “actions on the blog were beyond the scope of his duties as a Board member, and private action of this kind may compromise the [B]oard...ALJ Testa continued, “[i]t is evident that a Board member smearing and verbally attacking a teacher in a publicly accessible forum diminishes the integrity of the Board,” and “[t]he aggressive and intense nature of the posts may clearly have ‘intimidated the public from coming forward and addressing the Board.’” Mr. Patruno attacked Mrs. Silacci and Dr. Heller on October 1, 2022 and then again on November 4, 2022 on social media. The November 4, 2022 attack will be referenced further under statement of facts 5. Mr. Patruno alleged that Dr. Heller and Mrs. Silacci did not vote for parental rights and criticized them for following directions from the state and Governor.

I assert this to be a violation of: 18A:12-24.1(i). for the following reasons:

Mr. Patruno’s comment was made specifically to Mrs. Silacci and her running mate Dr. Randy Heller. Mr. Patruno made disparaging comments about his fellow board members on social media. He criticized their voting records as well as he stated they do not “protect parental rights.” Advisory Opinion A02-22 states, “although you want to provide information to the public that stakeholders (and you) feel would be useful and beneficial, because you would be providing information relating to the Board and/or your official duties and responsibilities, any attempt to disclaim your speech (as being in your personal or private capacity) would likely be futile. People in your community are aware of your status as a board member, and/or on behalf of the Board. If you only ever provide links to publicly available information, it is possible that your

conduct would be less precarious; however, that would not immunize you from being the subject of an ethics complaint.” While Mr. Patruno has a right to free speech, he does not have the right to be critical of fellow board members. He in particular called out Mrs. Silacci and Dr. Heller by name. Mr. Patruno’s speech can be interpreted as speaking as a Board Member even though he uses his disclaimer.

The precedent case of Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17 should be referenced. In that case, a sitting board member violated provisions of the Code of Ethics for School Board Members when he posted on his social media blog inaccurate or misleading information about the district, referenced the teacher in a negative manner, and undermined the credibility of the teacher. Mr. Partruno’s actions mirror the unethical behavior of Curioni; there is evidence that he did the exact same thing. He made deliberate and unnecessary attacks on social media against Mrs. Silacci and Dr. Heller. In particular when discussing 18A:12-24.1(i) it states, “Respondent “deliberately attacked [Complainant’s] qualifications and moral character and this resulted in undermining, opposing, compromising or harming school personnel in the proper performance of their duties.” The Marlboro NJ Residents Facebook page has approximately 13,800 members on it. Mr. Patruno’s comment could harm the reputation of Mrs. Silacci and Dr. Heller.

2. Statement of specific facts in support of the allegation:

On October 11, 2022 Mr. Patruno voted NO to Item # 3 on the agenda. Attached is Exhibit 2 which has page 8 of the October 11, 2022 meeting. Item #3 stated “APPROVAL OF CHAPTER 27 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM FOR THE 2022-2023 SCHOOL YEAR. RESOLVED, that the Marlboro Township Board of Education approves submission of the Chapter 27 Emergency Virtual or Remote Instruction Program for the 2022-2023 School Year to the County Office.” Item #3 also clearly stated in bold letters and underlined, “Please Note: This plan is being crafted and approved solely due to the requirements of the state of New Jersey. MTPS has absolutely no intention to be remote/virtual during the 2022-2023 School Year.”

Date of occurrence: October 11, 2022

I assert this to be a violation of: 18A:12-24.1(a) for the following reasons:

This was a requirement from the State of New Jersey and not something done by Marlboro. Mr. Patruno does not have any type of discussion on this topic either. Advisory Opinion A12-22 states “if “a final decision from any court of law or administrative agency of this State were issued and it showed that an individual school official had acted contrary to the laws, rules, and regulations promulgated by the State Board of Education, he/she could then be found in violation of N.J.S.A. 18A:12-24.1(a).” Mr. Patruno voted no, so he was acting contrary to the laws and rules of the state of New Jersey.

3. Statement of specific facts in support of the allegation:

At the October 11, 2022 meeting Mr. Patruno made several statements and also had two outbursts. The meeting was filmed and attached are the board workshop minutes. At approximately 28:08, Mr. Patruno discusses an email sent from community member, Anthony Jankowski, until approximately 33:00 and a discussion begins. At approximately 38:17, Dr. Eric Hibbs, Superintendent, asked Mr. Patruno what he was afraid of and what he thought would occur in the school district specifically related to the "I Am Here" badges. Mr. Patruno stated "It could lead to so many different possibilities. In my head what if a child approaches someone with an "I Am Here" lanyard and conversations, you know, go someplace they shouldn't and it ends up going someplace it shouldn't altogether like a relationship between the two." (Please keep note of the word relationship since it will again be referenced in statement of facts #4). At 1:19:05, community member Elie Alam, speaks during the public comment portion of the meeting and states, "the lanyards/badges have QR codes that take you to things that are outrageous". He speaks about this until 1:21:15. At approximately 1:25:45, two board members tell Mr. Patruno that the e-mails received never discussed QR codes. At 1:30:33, Mr. Patruno disparages his fellow board members and MTPS administration when he discusses the e-mails and community members and then begins to yell "are you guys serious?" At approximately 1:30:48 Mr. Patruno slams the table, throws his papers down and leaves the dais. You can hear him screaming at the board to read their emails as he is walking away from the dais. At 1:40:55 he says to board member Tricia Branch, "I can't listen to anything that comes out of your mouth." Mrs. Trisha Branch should be called as a witness since she was sitting right next to him. Attached is Exhibit 3 with e-mails from community member, Anthony Jankowski, which Mr. Patruno referenced. As per an OPRA request, Mr. Jankowski's emails did not discuss QR Codes.

Date of occurrence: October 11, 2022

I assert this to be a violation of: 18A:12-24.1(g) for the following reasons:

Mr. Patruno made false statements. Attached is Exhibit 3, obtained from an OPRA request, with emails from community member, Anthony Jankowski, which Mr. Patruno referenced. As per the OPRA request, Mr. Jankowski's emails did not discuss QR codes, inclusive of the email that was sent on the day of the meeting at 4:01 p.m.

An example of providing false information was reviewed by the NJ School Ethics Commission in the past. Decision C19-15 and C20-15 (consolidated) states, *"Having found that Respondent's Facebook post contained inaccurate information about Complainant Legere, an employee of the NTBOE, ALJ Fritch noted that Respondent's post may also implicate the provisions of N.J.S.A. 18A:12-24.1(g)."*

Mr. Patruno was attempting to mislead the community when he yells at his fellow board members to "read their e-mails" as he walked away from the dais. Mr. Patruno was blatantly lying since QR codes were never discussed. Advisory Opinion A02-06 states, "You must also provide accurate information."

I assert this to be a violation of: 18A: 12-24.1(i) for the following reasons:

When Mr. Patruno states to Ms. Branch, "I can't listen to anything that comes out of your mouth," he is not supporting and protecting school personnel. When Mr. Patruno yells at his fellow board members, slams his papers and walks away, he is not supporting and protecting school personnel. Mr. Patruno alludes to a lanyard leading to a relationship between a teacher and a student.

The precedent case of Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17 should be referenced. Regarding the violation of N.J.S.A. 18A:12-24.1(i), Respondent referred to Complainant as a "greedy bastard" and implied she was a "bully;" and Respondent again referred to Complainant as a "union bull[y]. Despite applying for her position, being interviewed, and then approved by the Board for her position, Respondent "deliberately attacked [Complainant's] qualifications and moral character and this resulted in undermining, opposing, compromising or harming school personnel in the proper performance of their duties. Further, the blog is available to the public, including parents and students within the District, and anyone who reads the blog 'would take the inflammatory statements at face value', and this harms Complainant's reputation and her ability to 'properly teach and perform her obligations'."

Mr. Patruno stated to Mrs. Branch, "I can't listen to anything that comes out of your mouth." This is similar to this case where the respondent used the terms "greedy bastard" and "bully." In this case however, Mr. Patruno was speaking from the dais and not on social media.

4. Statement of specific facts in support of the allegation:

The October 18, 2022 BOE meeting was filmed and attached are the minutes from the meeting. Mr. Patruno attempted to mislead the community and disparage the Superintendent's reputation and credibility. He lied about the words he spoke on camera and video the week prior. At the 4:14:13 mark, Aldo Patruno stated, "I didn't say a relationship at any point. I said somewhere it shouldn't." He then went on to state, "If the word relationship did come out of my mouth then it was in an email that I was reading from the community." He then proceeded to repeatedly point his finger at Dr. Hibbs. At 4:15:33, Mr. Patruno said to Dr. Hibbs, "*Maybe you do need to consider the resignation.*"

Date of occurrence: October 18, 2022

I assert this to be a violation of 18A:12-24.1(g) for the following reasons:

On the October 11, 2022 meeting Mr. Patruno specifically used the word "*relationship*". At this meeting on October 18, 2022, he denied ever using the word. Mr. Patruno was not reading an email when he discussed the word relationship on October 11, 2022, so he was stating inaccurate information on October 18, 2022. Mr. Patruno was blatantly attempting to deflect what words he actually spoke the week prior (the word *relationship*), by claiming the Superintendent was attempting to assassinate his character. At this point, Mr. Patruno was not

supporting and protecting school personnel. It is clear from the recordings that Mr. Patruno was supplying the “sexual context” that he then attempted to vehemently deny while attempting to disparage the Superintendent.

An example of providing false information was reviewed by the NJ School Ethics Commission in the past. Decision C19-15 and C20-15 (consolidated) states, “Having found that Respondent’s Facebook post contained inaccurate information about Complainant Legere, an employee of the NTBOE, ALJ Fritch noted that Respondent’s post may also implicate the provisions of N.J.S.A. 18A:12-24.1(g).” Additionally, Advisory Opinion A02-06 states, “You must also provide accurate information.

I asset this to be a violation of 18A:12-24.1(i) for the following reasons:

Mr. Patruno states to Dr. Hibbs “maybe you need to consider the resignation. This is not supporting and protecting school personnel. In fact Mr. Patruno is singling out Dr. Hibbs when he makes this statement.

On January 4, 2022 Board attorney Mr. Marc Zitomer made a presentation on ethics to all board members, including Mr. Patruno who was present for the meeting (attached please find the Board Minutes). During that meeting at 1:21:09, Mr. Marc Zitomer, Esq., discussed free speech with board members and stated, *“We talked about supporting school personnel. So you’re not allowed to publicly criticize or evaluate the staff or those sort of things.”* Mr. Patruno was at the dais of a Board of Education meeting when he made this statement for everyone to hear both in the audience and watch via YouTube.

5. Statement of specific facts in support of the allegation:

Attached is Exhibit 4 which is the post from Mr. Patruno on the Marlboro NJ Residents page. Attached is also Exhibit 5 which is an identical post made by Mr. Patruno on the Marlboro NJ Community Page.

On November 4, 2022 Mr. Patruno made identical posts on both the Marlboro NJ Residents page and Marlboro NJ Community page. In his posts, Mr. Patruno, wrote:

“Marlboro friends: Your help is needed!

I CAN NOT STRESS THIS ENOUGH...

THIS YEARS BOE ELECTION IS CRUCIAL FOR OUR COMMUNITY!

Our Board of Education is not operating the way it was intended to. It currently caves to the administration allowing them to operate unchecked without being held accountable. The superintendent should be reporting to the board, but this is not happening at the moment. The Board of Ed should be representing the community, but they currently cave to the administrations every wish. Years of inept leadership by our board compounded with a lack of accountability from our administrators has led to a bloated

administration that operates unchecked with no system of checks and balances in place. In the end, it is our students and the tax payers who pay the ultimate price.

When parents voiced concerns at a recent board meeting, they were belittled and told that they were in the CHEAP SEATS by our districts superintendent, with no apology given. Think about how broken this system currently is if the districts top administrator feels empowered enough to call parents whose tax dollars pay his salary, the cheap seats!!! This needs to be fixed with a board who will hold the administration accountable. A board that will focus on helping students rebound from an unprecedented 3 years due to the pandemic which included lockdowns, mask mandates and remote learning... all of which resulted in learning loss that impacted test scores, which our administration will not even acknowledge. HOW CAN WE ADDRESS A HUGE ISSUE LIKE LEARNING LOSS IF OUR ADMINISTRATORS WILL NOT EVEN ACKNOWLEDGE IT EXISTS?!?

Please help our community by voting out those who allowed this happen under their watch and voting in new members who will fight for our students and represent our community and it's taxpayers.

*Please vote for
Annette Siewert
Valentina Bagni Mendez
Michael Lilonsky*

The candidates are the Parenting Over Politics team who have stepped up to help our district, it's students and our community.

This years election can finish Restoring Our Board with members who bow to the community and not the administration or government. Board members who will truly listen to and represent parents and the community and keep the administrators in their lane while still supporting them to ensure our district flourishes. These 3 candidates can help restore the system of checks and balances that our district so desperately needs.

DISCLAIMER: THE FOLLOWING STATEMENTS ARE MADE IN MY CAPACITY AS A PRIVATE CITIZEN, AND NOT IN MY CAPACITY AS A BOARD MEMBER. THESE STATEMENTS ARE ALSO NOT REPRESENTATIVE OF THE BOARD OR ITS INDIVIDUAL MEMBERS, AND SOLELY REPRESENT MY OWN PERSONAL OPINIONS."

Date of occurrence: October 11, 2022

I assert this to be a violation of: 18A:12-24.1(c), for the following reasons:

Precedent case of Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17 will be referenced again. One part of the decision stated, "In violation of N.J.S.A. 18A:12-24.1(c), Respondent's post "contained gross misrepresentations, was meant to interfere with negotiations and 'frame policies and plans' before the 'board has consulted those who will be affected by them.'" Again in this case Mr. Patruno was trying to interfere with Dr. Heller and Mrs. Silacci being re-elected to the Marlboro Township Public Schools Board of Education.

I assert this to be a violation of: 18A:12-24.1(e), for the following reasons:

In the Kwapienski v. Curioni, Lodi Bd. of Ed., Commission of Education Decision 70-17, “[i]t is evident that a Board member smearing and verbally attacking a teacher in a publicly accessible forum diminishes the integrity of the Board,” and “[t]he aggressive and intense nature of the posts may clearly have ‘intimidated the public from coming forward and addressing the Board.’” As previously stated in statement of facts 1, Mr. Patruno attacked Mrs. Silacci and Dr. Heller on October 1, 2022 on social media. He then again attacked them on November 4, 2022. In his post he also criticizes how the board is run and MTPS administration. In particular he attacks the superintendent.

I assert this to be a violation of: 18A:12-24.1(g), for the following reasons:

Mr. Patruno states “the superintendent should be reporting to the board, but that is not happening at the moment.” This would be something that is confidential and not shared in the public. Mr. Patruno also stated, “The Board of Ed should be representing the community, but they currently cave to the administrations every wish.” This again would be something that could be misinterpreted by the community. Mr. Patruno posts no examples of how taxpayers and students are “paying the ultimate price”, as well as no examples of what MTPS administration or board members have done wrong.

I assert this to be a violation of 18A:12-24.1(i) for the following reasons:

While Mr. Patruno has the right to free speech and he does use a disclaimer, he still made comments that were critical, defamatory, misleading and inaccurate of MTPS administration and Board of Education members.

In the case of Kwapniewski v. Curioni, Lodi Board of Ed., Commission of Education Decision 36-20, a sitting board of education member violated provisions of the Code of Ethics for School Board Members. This was when he posted on his social media blog inaccurate or misleading information about the district, referenced the teacher in a negative manner, and undermined the credibility of the teacher. In particular when discussing 18A:12-24.1(i) it states, “Respondent ‘deliberately attacked [Complainant’s] qualifications and moral character and this resulted in undermining, opposing, compromising or harming school personnel in the proper performance of their duties.’” Further, the blog is available to the public, including parents and students within the District, and anyone who reads the blog “would take the inflammatory statements at face value,” and this harms Complainant’s “reputation and her ability to “properly teach and perform her obligations.” The Marlboro NJ Residents Facebook page has approximately 13,800 members on it and the Marlboro NJ Community Page has approximately 16,800 members on it. Mr. Patruno’s comment could harm the reputation of board members and MTPS administration.

Mr. Patruno’s post mirrors the same unethical behavior. Advisory Opinion A02-22 states, “although you want to provide information to the public that stakeholders (and you) feel would be useful and beneficial, because you would be providing information relating to the Board and/or your official duties and responsibilities, any attempt to disclaim your speech (as being in your personal or private capacity) would likely be futile. People in your community are aware of

your status as a Board member, and/or on behalf of the Board. If you only ever provide links to publicly available information, it is possible that your conduct would be less precarious; however, that would not immunize you from being the subject of an ethics complaint.”

Attached is Exhibit 6 which is District Policy 0164.4, Board Member Decorum. The policy states, “This may include profane language or verbal abuse posted on any media outlet including social media, by a Board member directed to another Board member. In summary, a Board member is expected to maintain a professional decorum while serving in their role as a member of the Marlboro Board of Education.”

On January 4, 2022 Board attorney Mr. Marc Zitomer made a presentation on ethics to all board members, including Mr. Patruno who was present for the meeting (attached please find the Board Minutes). During that meeting at 1:21:09, Mr. Marc Zitomer, Esq., discussed free speech with board members and stated, *“We talked about supporting school personnel. So you’re not allowed to publicly criticize or evaluate the staff or those sort of things.”* Mr. Patruno received the proper training to know that this type of post would not be permitted, even with a disclosure.

WHEREFORE, I, as Complainant, request that the School Ethics Commission find and determine that the above-named Respondent(s) has violated the School Ethics Act and that Respondent(s) be subject to such penalty as provided by the Act.

Date: March 24, 2023

Leonard S. Thor

Signature of the Complainant

CERTIFICATION

Leonard Thor, of full age, hereby certifies that the following statements are true:

1. I am the complainant in this matter.
2. I have read the complaint and aver that the facts contained therein are true to the best of my knowledge and belief and I am aware that the statute that created the School Ethics Commission authorizes the School Ethics Commission to impose penalties for filing a frivolous complaint. *N.J.S.A. 18A:12-29(e)*. I am aware that if the respondent replies to the complaint with an allegation that the complaint is frivolous, I shall have 20 days from receipt of the written statement to only respond to the allegation that the complaint is frivolous.
3. The subject matter of this complaint is not pending in any court of law or administrative agency of this State. I will advise the School Ethics Commission if I subsequently become aware that it is pending elsewhere.

Date: March 24, 2023

Leonard S. Thor

Signature of the Complainant

Exhibit 1



Marlboro NJ Residents Page



Jen Silacci · 1d ·



Aldo Patruno

I believe parents have woken up since the pandemic and will be voting once again this year as they did last year to protect their parental rights, which I don't feel you and your running mate have made much of a priority while on the board. We may not agree on this, however, I believe the responsible vote in this election is for the Parenting Over Politics candidates who will protect parents and their rights to raise their children as they see fit with as little government over reach as possible. Yours and your running mates voting record indicate to me that you would rather follow the directions of the state and and governor over the pleas of the parents in our our community who voted you in and who you are supposed to be representing. It's time to get back to basics and focus on the core items like reading, writing and math to make up for all the missed classroom time during the pandemic. On November 8th, I hope our community will come together one more time and vote for the Parenting Over Politics candidates just as they did last year for the Restore Our Board candidates:

Annette Stewart

Rules



Write a comment...





Marlboro NJ Residents Page



Jen Silacci · 1d · 🌐

as they did last year for the Restore Our

Board candidates:

Annette Siewert

Valentina Bagni Mendez

Michael Lilonsky

#Parentingoverpolitics

With all this being said, I do wish you both good luck and thank you for your service to our community.

DISCLAIMER: THE FOLLOWING STATEMENTS ARE MADE IN MY CAPACITY AS A PRIVATE CITIZEN, AND NOT IN MY CAPACITY AS A BOARD MEMBER. THESE STATEMENTS ARE ALSO NOT REPRESENTATIVE OF THE BOARD OR ITS INDIVIDUAL MEMBERS, AND SOLELY REPRESENT MY OWN PERSONAL OPINIONS.

3h Like Reply

9 👍 😊



Parenting Over Politics · Follow

Aldo Patruno thanks for your support, Aldo!

1h Like Reply

1 👍



Marlboro NJ Residents Page

Jen Silacci · Oct 1, 2022 · 📝



Aldo Patruno

I believe parents have woken up since the pandemic and will be voting once again this year as they did last year to protect their parental rights, which I don't feel you and your running mate have made much of a priority while on the board. We may not agree on this, however, I believe the responsible vote in this election is for the Parenting Over Politics candidates who will protect parents and their rights to raise their children as they see fit with as little government over reach as possible. Yours and your running mates voting record indicate to me that you would rather follow the directions of the state and and governor over the pleas of the parents in our our community who voted you in and who you are supposed to be representing. It's time to get back to basics and focus on the core items like reading, writing and math to make up for all the missed classroom time during the pandemic. On November 8th, I hope our community will come together one more time and vote for the Parenting Over Politics candidates just as they did last year for the Restore Our Board candidates:

Annette Siewert

Valentina Bagni Mendez

Michael Litonsky

#Parentingoverpolitics

With all this being said, I do wish you both good luck and thank you for your service to



Write a comment...



Exhibit 2

3. APPROVAL OF CHAPTER 27 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM FOR THE 2022 - 2023 SCHOOL YEAR

RESOLVED, that the Marlboro Township Board of Education approves submission of the Chapter 27 Emergency Virtual or Remote Instruction Program for the 2022 - 2023 School Year to the County Office.

Please Note: This plan is being crafted and approved solely due to the requirements of the State of New Jersey. MTPS has absolutely no intention to be remote/virtual during the 2022 - 2023 School Year.

4. OUT-OF-DISTRICT PLACEMENT FOR THE 2022 - 2023 SCHOOL YEAR

RESOLVED that the following out-of-district placement be hereby approved for the 2022 - 2023 School Year.

Classification	Case #	Grade	SCHOOL	Estimated Tuition Rate	Estimated ESY Rate
PSD	959	PK	Hawkswood School 10/11/22 - not later than 6/30/22	\$61,017.84	-

DISCUSSION:

There was no discussion.

ROLL CALL VOTE

FINANCIAL & BUSINESS OPERATIONS MATTERS	
MOVED BY	Jen Silacci
SECONDED BY	Jessica Piernik
AYE	Tricia Branch, Aldo Patruno (except #3), Jessica Piernik, Susie Shrem, Jen Silacci and Randy Heller
NAY	Aldo Patruno #3
ABSTAIN	None

Exhibit 3

Attachments:**image001.png** 17k

**ajfreehold@aol.com Anthony Jankowski -
HousemartRealtyNJ.com**

Tuesday, September 20, 2022 at 4:39:52 PM Eastern
Daylight Time

To: ajfreehold@aol.com Anthony Jankowski - HousemartRealtyNJ.com

To: vcaravello@marlboro.k12.nj.us vcaravello@marlboro.k12.nj.us, boardmembers@mtps.org boardmembers@mtps.org

Cc: boardmembers@mtps.org boardmembers@mtps.org, ehlibbs@marlboro.k12.nj.us ehlibbs@marlboro.k12.nj.us,
ehlibbs@mtps.org ehlibbs@mtps.org

Members of the Board,
Mr. Caravello,

Thank you Mr. Caravello for providing the attached.

I am aware of specific emails that are missing from the attached document-production, or have been withheld, which I do not believe to be exempt under the statute you provided.

Nonetheless, the purpose of my request was to determine if it is accurate that:

1. Sexual-orientation symbols are being worn by teachers in the schools around minor children and,
2. If such behavior was (or is) being defended by the Administration and/or Principal

Both appear to be true based on the documents provided.

I am writing you to express my concern and alarm about this topic.

In light of the fact that there are numerous, documented instances of teachers in New Jersey, as well as across the Country, being arrested and charged with inappropriate sexual contact with a minor-student, I find it extremely concerning if not highly inappropriate that MTPS would permit, let alone defend, teachers wearing sexual-orientation symbols in our schools; so as to make themselves an open-conduit for sexual discussions with minor children. It can be taken as nothing less and it is clearly inappropriate. Although I'm sure we all agree that hopefully [not any] teachers in our schools who wear such symbols around children seek to do harm, it is impossible to deny the fact that allowing and even condoning such behavior creates the perfect conditions for those who would and seek to use such opportunity to solicit inappropriate conversations with children. I would urge you to reconsider your stance on this topic. In fact, I would suggest you clarify existing policy or create new policy to prohibit such activity in our schools.

A quick search on the Internet using the terms "New Jersey teacher arrested" will yield scores upon scores of [New Jersey] teachers who have assaulted children; instances that occurred in the absence of wearing targeted symbols. It is, sadly, all too common that we read news headlines about teachers, coaches, leaders in houses of worship, and even boy scout leaders who assault children.

There is absolutely no reason a teacher should be encouraged to wear sexual-orientation symbols amongst minor children in our schools. When something is permitted, and defended, it is being encouraged. That said, if a child is struggling with an identity issue (or any issue for that matter) and *comes to a staff member* that is a different circumstance. And in that case, of course the student's issues and concerns should be addressed in an appropriate manner. However, teachers should not be soliciting such conversations with minors.

On another note, I agree with Mrs. Strafacci's email that certain groups are at a much higher risk for self-harm and suicide, such as transgender students or students who identify as such. At the same time, it is extremely ironic and contrary to the safety, health and well-being of a child, that the school would knowingly keep such vital information about a child discovered to be in an at-risk group for self-harm or suicide -- from their parents or guardians. While we have been fortunate not to have experienced this here at home, what explanation could we possibly provide to parent whose child, as Mrs. Stafacci points out, would take their own life?

I do hope the Board proactively considers changing its stance on some of these matters.

Until then, I look forward to a time when the Board of Education and its Administration stands up and defends parents rights and student's innocence over QSAC scores.

Kind Regards,
Anthony C. Jankowski

No subject

ehibbs@mtps.org Eric Hibbs

To: ajfreehold@aol.com Anthony Jankowski

Monday, October 3, 2022 at 7:58:00 PM Eastern Daylight Time

Dear Mr. Jankowski,

Based upon our research and analysis, teachers have a First Amendment right to wear lanyards with the inclusive statement, "I am here". The statement is not profane, obscene, pornographic, promote violence, drug use, etc. Importantly, I believe that banning teachers from wearing such messages would send the wrong message to our staff and students, and it would be contrary to everything we stand for as a district.

Lastly, I take strong exception to your suggestion that this inclusive message could somehow lead to the molestation of a child. This is simply absurd. Such alarmist sentiments only stoke fear and hate and have no place in our district. Every staff member of the Marlboro Township School District undergoes a thorough criminal background check that is approved by the State of New Jersey.

This will be a final communication from me on this matter as we are very busy overseeing our incredible district.

Best Regards,

Dr. Eric M. Hibbs

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

Please follow me on Twitter @EricMHibbs

MTPS District Fundamentals

Bring Your Best Everyday Honor Be Continually Improving
Share Information Commitment to MIND All Things
Support One Another Have Be Startled Or Walk in the shoes of others
Celebrate Success
Go the Extra Mile
SPEAK STRAIGHT
Check Your Ego At The Door
Be Inspirational Own Your Responsibilities Practice Diligence
Anticipate Needs

Fwd: I received the below email from your Superintendent

rheller@marlboro.k12.nj.us Randy Heller

Tuesday, October 4, 2022 at 12:01:33 PM Eastern Daylight Time

To: mhz@spsk.com Maro H. Zitomer, ehbbs@mtps.org Eric Hibbs

FYI

Keep Moving Forward
Positively Marlboro BOE

Dr. Randy Heller, Ph.D.
President of
Marlboro Township Board of Education

Begin forwarded message:

From: "Anthony Jankowski - HousemartRealtyNJ.com" via 1-Board Members" <1-boardmembers@marlboro.k12.nj.us>
Date: October 4, 2022 at 11:56:43 AM EDT
To: boardmembers@mtps.org
Subject: Re: I received the below email from your Superintendent
Reply-To: "Anthony Jankowski - HousemartRealtyNJ.com" <ajfreehold@aol.com>

Dear Board of Ed members,

I received the below email from your Superintendent, Dr. Hibbs, expressing his personal views about an email I sent to the Board of Ed on September 20, 2022 concerning teachers employed by the District who were said to have been wearing sexually oriented symbols in schools, in the presence of children. The thought of teachers openly offering themselves up as a conduit for sexually related conversations with children struck me as inappropriate and risky, so I wrote to you. As you know, once a student is "identified" the Superintendent's position is to keep those conversations between adult & child hidden from parents, as he stated in the Health and Curriculum Zoom Webinar, citing some law. Therefore, and not just for that reason, but because of the obvious layers of other serious risks, I find it highly inappropriate that teachers are being placed in a position where they can *solicit and elicit* conversations from children, which could then become hidden from the child's parents.

As you can see by the email sent to me below, your Superintendent sees nothing wrong with this behavior, calling it "inclusive" and is apparently willing to allow the District, the Board of Education members, and himself to be exposed to potential legal risk.

My email(s) to the MTPS Board of Ed were very clear and I feel that Dr. Hibbs email to me indicates one of two things; that he either did not carefully research and analyze my email as well as he did the First Amendment (to which he referred to) or, perhaps he didn't read my emails at all. In either case, it doesn't matter, his opinion is moot. This should be a decision made by the Board of Education since it involves the safety and security of our schools, in general. I've copied the two emails I sent to the MTPS Board of Education below, as a matter of record.

To be clear, in no place did it say anything about the "I am here" statement be "profane, obscene, pornographic, promote violence, drug use, etc". Quite frankly I have no idea what your Superintendent is even talking about. My email expressed my own sincere concerns. Dr. Hibbs' email rudely dismissed my concerns as "absurd, alarmist, stoking hate" and having "no place in your District". I feel Dr. Hibbs, often comes across as argumentative and dismissive of parental concerns, but his blatant disregard, dismissive and disrespectful attitudes towards parents on this topic must be addressed. Averting potential risks and defending the safety and innocence of Marlboro children - of my children - is not going to be so easily dismissed. This must be addressed by the Board of Education.

In further clarification, I didn't suggest that any teacher or staff member in our schools is a threat. I said the exact opposite. I did, however, attempt to show that in light of all that is going on in the world, the fact that teachers are wearing sexual symbols on a MTPS District school lanyard (so as to invite dialogue

from children) is a recipe for disaster. Encouraging, supporting, and normalizing sex conversations between adults and school-aged children is clearly inappropriate. It's lunacy. It is shocking that Dr. Hibbs cannot see the potential risk even when it is brought before him, with well-documented examples. Instead he blames others. Given that, should anything anywhere close to what Dr. Hibbs mentioned occur, at any point in the future, culpability will absolutely fall on your shoulders and all who were in a position to do something to mitigate and failed to do so. Be guided accordingly.

I realize Dr. Hibbs is not from here. But I have lived in Marlboro for 53 years. Born and raised. My entire family lives here. I went through these very schools myself. I am a father of 3 children who are also each in their own process of schooling here. We own homes here, built our families here, and we are business owners here. This is our hometown and we are deeply vested in our community and our schools.

Dr. Hibbs, on the other hand, is not from here. His children do not go to school here. He does not contribute property or school taxes to our town. The only interest he has in our town is the paycheck we give him - to follow the Rules and Policies set forth by you, the Board of Education, for whom he works.

With that, I renew my request for any Board member to take this matter up at the next Board of Ed meeting, pursuant to District Policy 0142. I would encourage you to take whatever action you see fit eliminate any and every potential risk, especially those that come from inappropriate adult-child conversations, and let's get our schools more focused on competitive academics and strong fundamental learning, and less of this sexual / social / political nonsense.

I sincerely appreciate the responses I have received from the Board members, Randy and Tricia, however I am looking more for the Board to actually address the specific concerns stated.

Below, in the body of this message, are copies of my two prior emails to the MTPS Board of Education, for your reference and our mutual records. Below those is Dr. Hibbs email to me.

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

From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>

Sent: Tue, Sep 20, 2022 4:39 pm

Subject: RE: OPRA REQUEST

Members of the Board,
Mr. Caravello,

Thank you Mr. Caravello for providing the attached.

I am aware of specific emails that are missing from the attached document-production, or have been withheld, which I do not believe to be exempt under the statute you provided.

Nonetheless, the purpose of my request was to determine if it is accurate that:

1. Sexual-orientation symbols are being worn by teachers in the schools around minor children and,
2. If such behavior was (or is) being defended by the Administration and/or Principal

Both appear to be true based on the documents provided.

I am writing you to express my concern and alarm about this topic.

In light of the fact that there are numerous, documented instances of teachers in New Jersey, as well as across the Country, being arrested and charged with inappropriate sexual contact with a minor-student, I find it extremely concerning if not highly inappropriate that MTPS would permit, let alone defend, teachers wearing sexual-orientation symbols in our schools; so as to make themselves an open-conduit for sexual discussions with minor children. It can be taken as nothing less and it is clearly inappropriate. Although I'm sure we all agree that hopefully [not any] teachers in our schools who wear such symbols around children seek to do harm, it is impossible to deny the fact that allowing and even condoning such behavior creates the perfect conditions for those who would and seek to use such opportunity to solicit inappropriate conversations with children. I would urge you to reconsider your stance on this topic. In fact, I would suggest you clarify existing policy or create new policy to prohibit such activity in our schools.

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There is absolutely no reason a teacher should be encouraged to wear sexual-orientation symbols amongst minor children in our schools. When something is permitted, and defended, it is being encouraged. That said, if a child is struggling with an identity issue (or any issue for that matter) and comes to a staff member that is a different circumstance. And in that case, of course the student's issues and concerns should be addressed in an appropriate manner. However, teachers should not be soliciting such conversations with minors.

On another note, I agree with Mrs. Strafaci's email that certain groups are at a much higher risk for self-harm and suicide, such as transgender students or students who identify as such. At the same time, it is extremely ironic and contrary to the safety, health and well-being of a child, that the school would knowingly keep such vital information about a child discovered to be in an at-risk group for self-harm or suicide - from their parents or guardians. While we have been fortunate not to have experienced this here at home, what explanation could we possibly provide to parent whose child, as Mrs. Stafaci points out, would take their own life?

I do hope the Board proactively considers changing its stance on some of these matters.

Until then, I look forward to a time when the Board of Education and its Administration stands up and defends parents' rights and student's innocence over QSAC scores.

Kind Regards,
Anthony C. Jankowski
Morganville, NJ 07751

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

From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>
Sent: Sat, Sep 24, 2022 7:04 pm
Subject: RE: OPRA REQUEST - Follow up 9.25

Hi all,

Regarding my email below, which was sent 5 days ago. I have since been informed that there are actually multiple teachers in multiple schools wearing the sexually-oriented tags & badges referred to, which are said to contain print that reads "I AM HERE". Also, I have been informed that there are teachers who have posted a similar flyer or poster on their classroom door.

I am asking, pursuant to District Policy 0142 (Under the 'Prohibited Acts' section: "No elected Board member shall be prohibited from making an inquiry for information on behalf of a constituent, if no fee, reward, or other thing of value is promised to or given to or accepted by the member or a member of his/her immediate family, whether directly or indirectly, in return for the information so requested."); I am asking those of you who are willing, to proactively look into this matter and address the specific issues and concerns (and proposed solution) raised in my below email.

Thank you.

Kind Regards,
Anthony C. Jankowski
Morganville, NJ 07751

Please forgive the long message, but this is apparently a topic that must be laid out in great detail, as the inherent issues are less obvious to some than to others.

Kind Regards,
Anthony C. Jankowski

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

From: Eric Hibbs <ehibbs@mtps.org>
To: Anthony Jankowski <ajfreehold@aol.com>
Sent: Mon, Oct 3, 2022 7:58 pm

Dear Mr. Jankowski,

Based upon our research and analysis, teachers have a First Amendment right to wear lanyards with the inclusive statement, "I am here". The statement is not profane, obscene, pornographic, promote violence, drug use, etc. Importantly, I believe that banning teachers from wearing such messages would send the wrong message to our staff and students, and it would be contrary to everything we stand for as a district.

Lastly, I take strong exception to your suggestion that this inclusive message could somehow lead to the molestation of a child. This is simply absurd. Such alarmist sentiments only stoke fear and hate and have no place in our district. Every staff member of the Marlboro Township School District undergoes a thorough criminal background check that is approved by the State of New Jersey.

This will be a final communication from me on this matter as we are very busy overseeing our incredible district.

Best Regards,

Dr. Eric M. Hibbs

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

Please follow me on Twitter @EricMHibbs

MTPS District Fundamentals



Fwd: 4th request: MTPS Legal

rheller@marlboro.k12.nj.us Randy Heller

Tuesday, October 11, 2022 at 4:05:01 PM Eastern Daylight Time

To: ehiggs@mtps.org Eric Hibbs, mhz@spsk.com Marc H. Zitomer, mballone@mtps.org Michael Ballone

Keep Moving Forward
Positively Marlboro BOE

Dr. Randy Heller, Ph.D.
President of
Marlboro Township Board of Education

Begin forwarded message:

From: "'Anthony Jankowski - HousemartRealtyNJ.com' via 1-Board Members" <1-boardmembers@marlboro.k12.nj.us>
Date: October 11, 2022 at 4:01:40 PM EDT
To: boardmembers@mtps.org
Subject: 4th request: MTPS Legal
Reply-To: "Anthony Jankowski - HousemartRealtyNJ.com" <ajfreehold@aol.com>

Dear MTPS K-8 Board of Education members,

I wrote to the MTPS Board of Ed on September 20, 2022 and after receiving no response, again on September 24, 2022 - to express my concern about the District allowing teachers to wear sexually oriented symbols in the presence minor children (in our schools), so as to identify themselves as individuals that children could be enticed to enter into sexually based conversations with. These conversations could then be, as you know, kept hidden from parents/guardians. The Superintendent has made that clear.

I received a response from MTPS Board of Ed President Randy Heller acknowledging receipt of the email and stating he forwarded it to the Administration. I'm not sure who that refers to, or if he thinks this is for someone else to deal with. The Superintendent was not copied on my emails (by me) as I view this as a Board of Education matter of general policy and general safety/security, not a day-to-day activity.

I received an email from the Superintendent (Dr. Eric Hibbs) on October 3, 2022 in which he belittled and disparaged the concerns I expressed to the Board of Education, calling them absurd and me an alarmist. I did not see the Board of Education copied on his email to me.

I followed up with another email to the Board of Education on October 4, 2022 (below)- and have not received any response at all. **I am asking for you to take action, or explain why you refuse to do so.**

In my initial email to the Board of Education, I explained that although we don't believe any of OUR teachers to be a threat, the situation is ripe for disaster and at minimum poses serious legal exposure. Although the Superintendent seems to think teachers initiating sexual conversations with children is somehow a form of protected speech, an expression of "inclusivity", and strongly supports the practice, I gave information as to how *creating* a culture of sexual openness between teachers and children, in schools, is a "recipe for disaster". The Superintendent very strongly disagreed, stating that allowing a culture of sexual openness between teacher and children could never lead to "molestation"; calling the notion absurd. I must say, I am shocked and in disbelief that a public school Superintendent would be unfamiliar with some if not all of well-documented New Jersey school cases below.

Therefore I provide you with the following links; these are just some of the New Jersey cases over the last 2-years.

<https://www.app.com/story/news/local/courts/2022/02/08/long-branch-ex-teacher-indicted-multiple-counts-sexual-assault/6712490001/>

<https://www.mycentraljersey.com/story/news/crime/2022/04/06/summit-nj-schools-teacher-indicted-sex-abuse-lawsuit/9488131002/>

<https://www.nj.com/atlantic/2022/10/nj-teacher-faces-criminal-sexual-contact-child-endangerment-charges.htm>

<https://patch.com/new-jersey/fairlawn-saddlebrook/bergen-teacher-faces-child-endangering-sexual-contact-charges>

<https://pix11.com/news/local-news/new-jersey/nj-substitute-teacher-arrested-charged-after-video-of-inappropriate-actions-spreads-online/>

<https://www.fox29.com/news/new-jersey-special-services-teacher-charged-with-possessing-child-sexual-abuse-material-officials-say>

<https://www.nj.com/cumberland/2022/08/teacher-arrested-on-child-pornography-charges.html>

<https://www.nj.gov/education/legal/examiners/2021/Clarke,%20Edward%20Docket%20No.%201617-178.pdf>

<https://patch.com/new-jersey/westdeptford/nj-school-librarian-reportedly-called-student-hot-boyfriend>

<https://www.nj.gov/education/legal/examiners/2021/apr/1920-180.pdf>

<https://patch.com/new-jersey/warren/watchung-hills-hs-teacher-sent-sexual-photos-student-scpo>

<https://www.mychesco.com/a/news/national/retired-middle-school-teacher-arrested-in-new-jersey/>

To be clear, the above cases occurred in the absence of a school environment where teachers were encouraged to interact with children in sexually based dialogue. As for the Superintendent's notion that sexual discussion could not possibly lead to a sexual assault, the facts disagree with him. There are, as a matter of fact, more cases of sexual assault or "molestation" against school students in New Jersey alone over the past 2-years than school shootings across the entire country over the past 20 years. Given these facts, why would we create policy and take security measures for one and not the other?

I would like to know whether or not the Board intends to take any action this. This is not as a matter of day-to-day operation for the Superintendent. Rather, it is a matter of District Policy; staff and/or student Conduct Policy, Dress Code (as it is attached to the MTPS ID lanyard) Policy, and a matter of safety and security policies.

Is all that is necessary to initiate a dialogue with a children about sex preferences, sex and/or sex practices - the wearing of this sexual symbol on the MTPS school lanyard?

Can a janitor, for example, wear the badge and/or lanyard and strike up sex conversations with kids? Or just teachers? How about school visitors? Workmen or laborers? Substitute teachers? ESS temps?

Are the people being allowed to discuss these intimate personal, sexual issues with children required by the MTPS Board of Ed to be Licensed? Counselors? Social workers?

Could the District be held legally liable if an incident occurred? Could the Board Members be sued, personally? Could the Superintendent be found culpable since he has written emails supporting this practice?

For me, this is an unnecessary distraction and a highly inappropriate one at that, especially at a time when we should be focused on academics and building back from the learning loss, or "regression" as it has been framed.

I urge the Board members who are in favor of this practice to continue remain silent, in agreement, and the Board members who would go on record as having disagreed with this practice to do so - on the record. It is, in my view, a legal liability for those who would disagree with this practice to remain silent should some horrible event, like those listed above, occur because of the permissive culture created by the Superintendent. Protect yourselves, if not for the children's sake.

In light of the fact that tonight is a workshop meeting and, given the fact that emails received (like those referred to by the Superintendent last meeting - criticizing Board members) warrant open public discussion, then certainly this particular issue being brought before you would also warrant the Board to have an open and transparent discussion.

Kind Regards,
Anthony C. Jankowski
Morganville, NJ 07751

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

From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>
To: boardmembers@mtps.org <boardmembers@mtps.org>
Sent: Tue, Oct 4, 2022 11:56 am
Subject: Re: I received the below email from your Superintendent

Dear Board of Ed members,

I received the below email from your Superintendent, Dr. Hibbs, expressing his personal views about an email I sent to the Board of Ed on September 20, 2022 concerning teachers employed by the District who were said to have been wearing sexually oriented symbols in schools, in the presence of children. The thought of teachers openly offering themselves up as a conduit for sexually related conversations with children struck me as inappropriate and risky, so I wrote to you. As you know, once a student is "identified" the Superintendent's position is to keep those conversations between adult & child hidden from parents, as he stated in the Health and Curriculum Zoom Webinar, citing some law. Therefore, and not just for that reason, but because of the obvious layers of other serious risks, I find it highly inappropriate that teachers are being placed in a position where they can *solicit and elicit* conversations from children, which could then become hidden from the child's parents.

As you can see by the email sent to me below, your Superintendent sees nothing wrong with this behavior, calling it "inclusive" and is apparently willing to allow the District, the Board of Education members, and himself to be exposed to potential legal risk.

My email(s) to the MTPS Board of Ed were very clear and I feel that Dr. Hibbs email to me indicates one of two things; that he either did not carefully research and analyze my email as well as he did the First Amendment (to which he referred to) or, perhaps he didn't read my emails at all. In either case, it doesn't matter, his opinion is moot. This should be a decision made by the Board of Education since it involves the safety and security of our schools, in general. I've copied the two emails I sent to the MTPS Board of Education below, as a matter of record.

To be clear, in no place did it say anything about the "I am here" statement be "profane, obscene, pornographic, promote violence, drug use, etc". Quite frankly I have no idea what your Superintendent is even talking about. My email expressed my own sincere concerns. Dr. Hibbs' email rudely dismissed my concerns as "absurd, alarmist, stoking hate" and having "no place in your District". I feel Dr. Hibbs, often comes across as argumentative and dismissive of parental concerns, but his blatant disregard, dismissive and disrespectful attitudes towards parents on this topic must be addressed. Averting potential risks and defending the safety and innocence of Marlboro children - of my children - is not going to be so easily dismissed. This must be addressed by the Board of Education.

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I realize Dr. Hibbs is not from here. But I have lived in Marlboro for 53 years. Born and raised. My entire family lives here. I went through these very schools myself. I am a father of 3 children who are also

each in their own process of schooling here. We own homes here, built our families here, and we are business owners here. This is our hometown and we are deeply vested in our community and our schools.

Dr. Hibbs, on the other hand, is not from here. His children do not go to school here. He does not contribute property or school taxes to our town. The only interest he has in our town is the paycheck we give him - to follow the Rules and Policies set forth by you, the Board of Education, for whom he works.

With that, I renew my request for any Board member to take this matter up at the next Board of Ed meeting, pursuant to District Policy 0142. I would encourage you to take whatever action you see fit eliminate any and every potential risk, especially those that come from inappropriate adult-child conversations, and let's get our schools more focused on competitive academics and strong fundamental learning, and less of this sexual / social / political nonsense.

I sincerely appreciate the responses I have received from the Board members, Randy and Tricia, however I am looking more for the Board to actually address the specific concerns stated.

Below, in the body of this message, are copies of my two prior emails to the MTPS Board of Education, for your reference and our mutual records. Below those is Dr. Hibbs email to me.

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

From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>

Sent: Tue, Sep 20, 2022 4:38 pm

Subject: RE: OPRA REQUEST

Members of the Board,
Mr. Caravello,

Thank you Mr. Caravello for providing the attached.

I am aware of specific emails that are missing from the attached document-production, or have been withheld, which I do not believe to be exempt under the statute you provided.

Nonetheless, the purpose of my request was to determine if it is accurate that:

1. Sexual-orientation symbols are being worn by teachers in the schools around minor children and,
2. If such behavior was (or is) being defended by the Administration and/or Principal

Both appear to be true based on the documents provided.

I am writing you to express my concern and alarm about this topic.

In light of the fact that there are numerous, documented instances of teachers in New Jersey, as well as across the Country, being arrested and charged with inappropriate sexual contact with a minor-student, I find it extremely concerning if not highly inappropriate that MTPS would permit, let alone defend, teachers wearing sexual-orientation symbols in our schools; so as to make themselves an open-conduit for sexual discussions with minor children. It can be taken as nothing less and it is clearly inappropriate. Although I'm sure we all agree that hopefully [not any] teachers in our schools who wear such symbols around children seek to do harm, it is impossible to deny the fact that allowing and even condoning such behavior creates the perfect conditions for those who would and seek to use such opportunity to solicit inappropriate conversations with children. I would urge you to reconsider your stance on this topic. In fact, I would suggest you clarify existing policy or create new policy to prohibit such activity in our schools.

A quick search on the Internet using the terms "New Jersey teacher arrested" will yield scores upon scores of [New Jersey] teachers who have assaulted children; instances that occurred in the absence of wearing targeted symbols. It is, sadly, all too common that we read news headlines about teachers, coaches, leaders in houses of worship, and even boy scout leaders who assault children.

There is absolutely no reason a teacher should be encouraged to wear sexual-orientation symbols amongst minor children in our schools. When something is permitted, and defended, it is being encouraged. That said, if a child is struggling with an identity issue (or any issue for that matter) and comes to a staff member that is a different circumstance. And in that case, of course the student's issues and concerns should be addressed in an appropriate manner. However, teachers should not be soliciting such conversations with minors.

On another note, I agree with Mrs. Strafaci's email that certain groups are at a much higher risk for self-harm and suicide, such as transgender students or students who identify as such. At the same time, it is extremely ironic and contrary to the safety, health and well-being of a child, that the school would knowingly keep such vital information about a child discovered to be in an at-risk group for self-harm or suicide - from their parents or guardians. While we have been fortunate not to have experienced this here at home, what explanation could we possibly provide to parent whose child, as Mrs. Strafaci points out, would take their own life?

I do hope the Board proactively considers changing its stance on some of these matters.

Until then, I look forward to a time when the Board of Education and its Administration stands up and defends parents rights and student's innocence over QSAC scores.

Kind Regards,
Anthony C. Jankowski
Morganville, NJ 07751

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

From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>

Sent: Sat, Sep 24, 2022 7:04 pm

Subject: RE: OPRA REQUEST - Follow up 9.25

Hi all,

Regarding my email below, which was sent 5 days ago. I have since been informed that there are actually multiple teachers in multiple schools wearing the sexually-oriented tags & badges referred to, which are said to contain print that reads "I AM HERE". Also, I have been informed that there are teachers who have posted a similar flyer or poster on their classroom door.

I am asking, pursuant to District Policy 0142 (Under the 'Prohibited Acts' section: "No elected Board member shall be prohibited from making an inquiry for information on behalf of a constituent, if no fee, reward, or other thing of value is promised to or given to or accepted by the member or a member of his/her immediate family, whether directly or indirectly, in return for the information so requested."); I am asking those of you who are willing, to proactively look into this matter and address the specific issues and concerns (and proposed solution) raised in my below email.

Thank you.

Kind Regards,
Anthony C. Jankowski
Morganville, NJ 07751

Please forgive the long message, but this is apparently a topic that must be laid out in great detail, as the inherent issues are less obvious to some than to others.

Kind Regards,
Anthony C. Jankowski

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

From: Eric Hibbs <ehibbs@mtps.org>

To: Anthony Jankowski <ajfreehold@aol.com>

Sent: Mon, Oct 3, 2022 7:58 pm

Dear Mr. Jankowski,

Based upon our research and analysis, teachers have a First Amendment right to wear lanyards with the inclusive statement, "I am here". The statement is not profane, obscene, pornographic, promote violence, drug use, etc. Importantly, I believe that banning teachers from wearing such messages would send the wrong message to our staff and students, and it would be contrary to everything we stand for as a district.

Lastly, I take strong exception to your suggestion that this inclusive message could somehow lead to the molestation of a child. This is simply absurd. Such alarmist sentiments only stoke fear and hate and have no place in our district. Every staff member of the Marlboro Township School District undergoes a thorough criminal background check that is approved by the State of New Jersey.

This will be a final communication from me on this matter as we are very busy overseeing our incredible district.

Best Regards,

Dr. Eric M. Hibbs

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

Please follow me on Twitter @EricMHibbs

MTPS District Fundamentals



Tuesday, October 11, 2022 at 4:13:35 PM Eastern Daylight Time

To: Eric Hibbs <ehibbs@mtps.org>, Marc H. Zitomer <mhz@spsk.com>, Michael Ballone <mballone@mtps.org>

Dr. Randy Heller, Ph.D.
President of
Marlboro Township Board of Education

From: "Anthony Jankowski - HousemartRealtyNJ.com" via 1-Board Members" <1-boardmembers@marlboro.k12.nj.us>
Date: October 11, 2022 at 4:01:40 PM EDT
To: boardmembers@mips.org
Subject: 4th request: MTPS Legal
Reply-To: "Anthony Jankowski - HousemartRealtyNJ.com" <ajfreehold@aol.com>

I followed up with another email to the Board of Education on October 4, 2022 (below)- and have not received any response at all. I am asking for you to take action, or explain why you refuse to do

so.

In my initial email to the Board of Education, I explained that although we don't believe any of OUR teachers to be a threat, the situation is ripe for disaster and at minimum poses serious legal exposure. Although the Superintendent seems to think teachers initiating sexual conversations with children is somehow a form of protected speech, an expression of "inclusivity", and strongly supports the practice, I gave information as to how *creating* a culture of sexual openness between teachers and children, in schools, is a "recipe for disaster". The Superintendent very strongly disagreed, stating that allowing a culture of sexual openness between teacher and children could never lead to "molestation"; calling the notion absurd. I must say, I am shocked and in disbelief that a public school Superintendent would be unfamiliar with some if not all of well-documented New Jersey school cases below.

Therefore I provide you with the following links; these are just some of the New Jersey cases over the last 2-years.

<https://www.app.com/story/news/local/courts/2022/02/08/long-branch-ex-teacher-indicted-multiple-counts-sexual-assault/6712490001/>

<https://www.mycentraljersey.com/story/news/crime/2022/04/06/summit-nj-schools-teacher-indicted-sex-abuse-lawsuit/9488131002/>

<https://www.nj.com/atlantic/2022/10/nj-teacher-faces-criminal-sexual-contact-child-endangerment-charges.htm>

<https://patch.com/new-jersey/fairlawn-saddlebrook/bergen-teacher-faces-child-endangering-sexual-contact-charges>

<https://pix11.com/news/local-news/new-jersey/nj-substitute-teacher-arrested-charged-after-video-of-inappropriate-actions-spreads-online/>

<https://www.fox29.com/news/new-jersey-special-services-teacher-charged-with-possessing-child-sexual-abuse-material-officials-say>

<https://www.nj.com/cumberland/2022/08/teacher-arrested-on-child-pornography-charges.html>

<https://www.nj.gov/education/legal/examiners/2021/Clarke,%20Edward%20Docket%20No.%201617-178.pdf>

<https://patch.com/new-jersey/westdeptford/nj-school-librarian-reportedly-called-student-hot-boyfriend>

<https://www.nj.gov/education/legal/examiners/2021/apr/1920-180.pdf>

<https://patch.com/new-jersey/warren/watchung-hills-hs-teacher-sent-sexual-photos-student-scpo>

<https://www.mychesco.com/a/news/national/retired-middle-school-teacher-arrested-in-new-jersey/>

To be clear, the above cases occurred in the absence of a school environment where teachers were encouraged to interact with children in sexually based dialogue. As for the Superintendent's notion that sexual discussion could not possibly lead to a sexual assault, the facts disagree with him. There are, as a matter of fact, more cases of sexual assault or "molestation" against school students in New Jersey alone over the past 2-years than school shootings across the entire country over the past 20 years. Given these facts, why would we create policy and take security measures for one and not the other?

I would like to know whether or not the Board intends to take any action this. This is not as a matter of day-to-day operation for the Superintendent. Rather, it is a matter of District Policy; staff and/or student Conduct Policy, Dress Code (as it is attached to the MTPS ID lanyard) Policy, and a matter of safety and security policies.

Is all that is necessary to initiate a dialogue with a children about sex preferences, sex and/or sex practices - the wearing of this sexual symbol on the MTPS school lanyard?

Can a janitor, for example, wear the badge and/or lanyard and strike up sex conversations with kids? Or just teachers? How about school visitors? Workmen or laborers? Substitute teachers? ESS temps?

Are the people being allowed to discuss these intimate personal, sexual issues with children required by the MTPS Board of Ed to be Licensed? Counselors? Social workers?

Could the District be held legally liable if an incident occurred? Could the Board Members be sued, personally? Could the Superintendent be found culpable since he has written emails supporting this practice?

For me, this is an unnecessary distraction and a highly inappropriate one at that, especially at a time when we should be focused on academics and building back from the learning loss, or "regression" as it has been framed.

I urge the Board members who are in favor of this practice to continue remain silent, in agreement, and the Board members who would go on record as having disagreed with this practice to do so - on the record. It is, in my view, a legal liability for those who would disagree with this practice to remain silent should some horrible event, like those listed above, occur because of the permissive culture created by the Superintendent. Protect yourselves, if not for the children's sake.

In light of the fact that tonight is a workshop meeting and, given the fact that emails received (like those referred to by the Superintendent last meeting - criticizing Board members) warrant open public discussion, then certainly this particular issue being brought before you would also warrant the Board to have an open and transparent discussion.

Kind Regards,
Anthony C. Jankowski
Morganville, NJ 07751

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

From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>
To: boardmembers@mtps.org <boardmembers@mtps.org>
Sent: Tue, Oct 4, 2022 11:56 am
Subject: Re: I received the below email from your Superintendent

Dear Board of Ed members,

I received the below email from your Superintendent, Dr. Hibbs, expressing his personal views about an email I sent to the Board of Ed on September 20, 2022 concerning teachers employed by the District who were said to have been wearing sexually oriented symbols in schools, in the presence of children. The thought of teachers openly offering themselves up as a conduit for sexually related conversations with children struck me as inappropriate and risky, so I wrote to you. As you know, once a student is "identified" the Superintendent's position is to keep those conversations between adult & child hidden from parents, as he stated in the Health and Curriculum Zoom Webinar, citing some law. Therefore, and not just for that reason, but because of the obvious layers of other serious risks, I find it highly inappropriate that teachers are being placed in a position where they can *solicit and elicit* conversations from children, which could then become hidden from the child's parents.

As you can see by the email sent to me below, your Superintendent sees nothing wrong with this behavior, calling it "inclusive" and is apparently willing to allow the District, the Board of Education members, and himself to be exposed to potential legal risk.

My email(s) to the MTPS Board of Ed were very clear and I feel that Dr. Hibbs email to me indicates one of two things; that he either did not carefully research and analyze my email as well as he did the First Amendment (to which he referred to) or, perhaps he didn't read my emails at all. In either case, it doesn't matter, his opinion is moot. This should be a decision made by the Board of Education since it involves the safety and security of our schools, in general. I've copied the two emails I sent to the MTPS Board of Education below, as a matter of record.

To be clear, in no place did it say anything about the "I am here" statement be "profane, obscene, pornographic, promote violence, drug use, etc". Quite frankly I have no idea what your Superintendent is even talking about. My email expressed my own sincere concerns. Dr. Hibbs' email rudely dismissed my concerns as "absurd, alarmist; stoking hate" and having "no place in your District". I feel Dr. Hibbs, often

comes across as argumentative and dismissive of parental concerns, but his blatant disregard, dismissive and disrespectful attitudes towards parents on this topic must be addressed. Averting potential risks and defending the safety and innocence of Marlboro children - of my children - is not going to be so easily dismissed. This must be addressed by the Board of Education.

In further clarification, I didn't suggest that any teacher or staff member in our schools is a threat. I said the exact opposite. I did, however, attempt to show that in light of all that is going on in the world, the fact that teachers are wearing sexual symbols on a MTPS District school lanyard (so as to invite dialogue from children) is a recipe for disaster. Encouraging, supporting, and normalizing sex conversations between adults and school-aged children is clearly inappropriate. It's lunacy. It is shocking that Dr. Hibbs cannot see the potential risk even when it is brought before him, with well-documented examples. Instead he blames others. Given that, should anything anywhere close to what Dr. Hibbs mentioned occur, at any point in the future, culpability will absolutely fall on your shoulders and all who were in a position to do something to mitigate and failed to do so. Be guided accordingly.

I realize Dr. Hibbs is not from here. But I have lived in Marlboro for 53 years. Born and raised. My entire family lives here. I went through these very schools myself. I am a father of 3 children who are also each in their own process of schooling here. We own homes here, built our families here, and we are business owners here. This is our hometown and we are deeply vested in our community and our schools.

Dr. Hibbs, on the other hand, is not from here. His children do not go to school here. He does not contribute property or school taxes to our town. The only interest he has in our town is the paycheck we give him - to follow the Rules and Policies set forth by you, the Board of Education, for whom he works.

With that, I renew my request for any Board member to take this matter up at the next Board of Ed meeting, pursuant to District Policy 0142. I would encourage you to take whatever action you see fit eliminate any and every potential risk, especially those that come from inappropriate adult-child conversations, and let's get our schools more focused on competitive academics and strong fundamental learning, and less of this sexual / social / political nonsense.

I sincerely appreciate the responses I have received from the Board members, Randy and Tricia, however I am looking more for the Board to actually address the specific concerns stated.

Below, in the body of this message, are copies of my two prior emails to the MTPS Board of Education, for your reference and our mutual records. Below those is Dr. Hibbs email to me.

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From: Anthony Jankowski - HousemartRealtyNJ.com <ajfreehold@aol.com>
Sent: Tue, Sep 20, 2022 4:39 pm
Subject: RE: OPRA REQUEST

Members of the Board,
Mr. Caravello,

Thank you Mr. Caravello for providing the attached.

I am aware of specific emails that are missing from the attached document-production, or have been withheld, which I do not believe to be exempt under the statute you provided.

Nonetheless, the purpose of my request was to determine if it is accurate that:

1. Sexual-orientation symbols are being worn by teachers in the schools around minor children and,
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On another note, I agree with Mrs. Strafaci's email that certain groups are at a much higher risk for self-harm and suicide, such as transgender students or students who identify as such. At the same time, it is extremely ironic and contrary to the safety, health and well-being of a child, that the school would knowingly keep such vital information about a child discovered to be in an at-risk group for self-harm or suicide -- from their parents or guardians. While we have been fortunate not to have experienced this here at home, what explanation could we possibly provide to parent whose child, as Mrs. Stafaci points out, would take their own life?

I do hope the Board proactively considers changing its stance on some of these matters.

Until then, I look forward to a time when the Board of Education and its Administration stands up and defends parents rights and student's innocence over QSAC scores.

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Morganville, NJ 07751

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From: Anthony Jankowski - HousemartReallyNJ.com <ajfreehold@aol.com>

Sent: Sat, Sep 24, 2022 7:04 pm

Subject: RE: OPRA REQUEST - Follow up 9.25

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Kind Regards,
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Please forgive the long message, but this is apparently a topic that must be laid out in great detail, as the inherent issues are less obvious to some than to others.

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To: Anthony Jankowski <ajfreehold@aol.com>

Sent: Mon, Oct 3, 2022 7:58 pm

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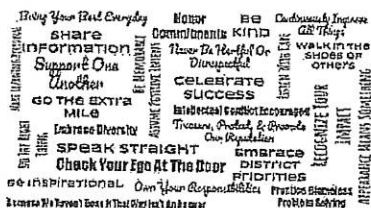
Best Regards,

Dr. Eric M. Hibbs

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

Please follow me on Twitter @EricMHibbs

MTPS District Fundamentals



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Marlboro Township Schools
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MTPS District Fundamentals



Exhibit 4



Marlboro friends: Your help is needed!

I CAN NOT STRESS THIS ENOUGH...
THIS YEARS BOE ELECTION IS CRUCIAL FOR OUR
COMMUNITY!

Our Board of Education is not operating the way it was intended to. It currently caves to the administration allowing them to operate unchecked without being held accountable. The superintendent should be reporting to the board, but this is not happening at the moment. The Board of Ed should be representing the community, but they currently cave to the administrations every wish. Years of inept leadership by our board compounded with a lack of accountability from our administrators has led to a bloated administration that operates unchecked with no system of checks and balances in place. In the end, it is our students and the tax payers who pay the ultimate price.

When parents voiced concerns at a recent board meeting, they were belittled and told that they were in the CHEAP SEATS by our districts superintendent, with no apology given. Think about how broken this system currently is if the districts top administrator feels empowered enough to call parents whose tax dollars pay his salary, the cheap seats!!! This needs to be fixed with a board who will hold the administration accountable. A board that will focus on helping students rebound from an unprecedented 3 years due to the pandemic which included lockdowns, mask mandates and remote

included lockdowns, mask mandates and remote learning... all of which resulted in learning loss that impacted test scores, which our administration will not even acknowledge. HOW CAN WE ADDRESS A HUGE ISSUE LIKE LEARNING LOSS IF OUR ADMINISTRATORS WILL NOT EVEN ACKNOWLEDGE IT EXISTS?!?

Please help our community by voting out those who allowed this happen under their watch and voting in new members who will fight for our students and represent our community and it's taxpayers.

Please vote for:
Annette Siewert
Valentina Bagni Mendez
Michael Lilonsky

The candidates are the Parenting Over Politics team who have stepped up to help our district, it's students and our community.

This years election can finish Restoring Our Board with members who bow to the community and not the administration or government. Board members who will truly listen to and represent parents and the community and keep the administrators in their lane while still supporting them to ensure our district flourishes. These 3 candidates can help restore the system of checks and balances that our district so desperately needs.

DISCLAIMER: THE FOLLOWING STATEMENTS ARE MADE IN MY CAPACITY AS A PRIVATE CITIZEN, AND NOT IN MY CAPACITY AS A BOARD MEMBER. THESE

Exhibit 5



Marlboro friends: Your help is needed!

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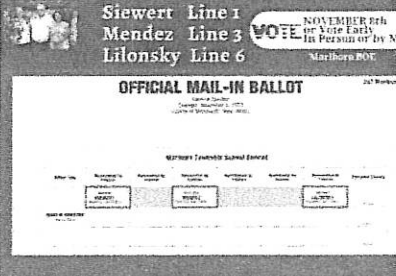
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Marlboro NJ Community...



Aldo Patruno

Nov 4, 2022 · 🌐

...

Marlboro friends: Your help is needed!

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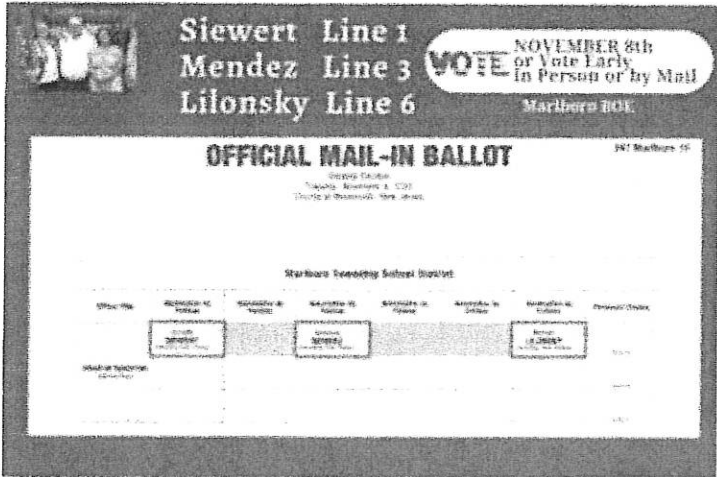
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DISCLAIMER: THE FOLLOWING STATEMENTS ARE MADE IN MY CAPACITY AS A PRIVATE CITIZEN, AND NOT IN MY CAPACITY AS A BOARD MEMBER. THESE STATEMENTS ARE ALSO NOT REPRESENTATIVE OF THE BOARD OR ITS INDIVIDUAL MEMBERS, AND SOLELY REPRESENT MY OWN PERSONAL OPINIONS.



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District Policy

0164.4 - Board Member Decorum

Section: Bylaws
Date Created: October 2016
Date Edited: March 2018

0164.4 BOARD MEMBER DECORUM

Members of the Marlboro Board of Education are elected by residents in the community to represent all residents in the Township of Marlboro. A Marlboro Board of Education member must comply with all the obligations, duties, and responsibilities required of a public Board of Education member pursuant to New Jersey statutes and administrative codes. Marlboro Board of Education members have to represent the many constituencies within the Township and it is important each Board member display the proper decorum when serving in their role as a member of the Marlboro Board of Education.

Board members, while serving in the role as a Marlboro Board member, should maintain proper decorum required for their position. Board members should be professional in dealing with: school district staff members; community members attending Board Meetings; representatives from other federal, State, or local governmental organizations, constituents from other outside organizations; students; and any other representatives from organization approaching the Marlboro Board of Education on school district matters.

In addition, Board members should maintain a proper decorum in dealing with fellow Board of Education members during Board meetings and during other times serving in their role as a Board of Education member. A Board member should be respectful of a fellow Board member who expresses an opinion that may differ from their opinion. A Board member should be courteous to fellow Board members by being polite and considerate in manner. A Board member may disagree with a fellow Board member's opinion or comment, but shall do so with respect and in a dignified manner. Board members should be attentive to a fellow Board member while they are speaking and shall permit the other Board member to speak uninterrupted. A Board members may present an opposing viewpoint to a point expressed by a fellow Board member, but shall not present their opposing viewpoint in way that personally attacks the fellow Board member. Under no circumstances shall a Board member use a profanity or aggressive verbal behavior to either express his/her viewpoint or present an opposing viewpoint. This may include profane language or verbal abuse posted on any media outlet including social media, by a Board member directed to another Board member. In summary, a Board member is expected to maintain a professional decorum while serving in their role as a member of the Marlboro Board of Education.

Board decorum for the purpose of this policy shall also include food items at Board of Education meetings. It is preferred that Board members, while in attendance at Board of Education meeting, make an effort to refrain from eating large snacks or meals while discussion is in progress. If there is a medical, or other, necessity for this to occur the Board member should notify the Board President to discuss prior to the meeting.

The Board of Education President, who shall be responsible for enforcing the provisions of this Policy throughout the year, shall review this Policy with the Board of Education at the first Board Meeting after the Annual Reorganization Meeting. Any Board member who believes a fellow Board member has violated the provisions of this Policy shall inform the Board President who shall take appropriate action as deemed necessary.

Adopted: 15 November 2016

Revised: 06 March 2018

