

From: Katie.Fabiano@monroe.k12.nj.us
Sent time: 05/02/2024 11:32:32 AM
To: Chari.Chanley@Monroe.K12.NJ.US
Cc: Carmen.Alvarez@monroe.k12.nj.us
Subject: Sick time

Good morning, Dr. Chanley,

I hope you are [REDACTED] earlier this week.

Kindly be advised that per district policy, there is no remote option available for administration or staff. You are welcome to take as much of your sick time as you need [REDACTED].

Please let me know when you would like to return at your earliest convenience.

All good things,
Katie Fabiano
Board President
Monroe Township School District

From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 05/02/2024 01:25:41 PM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: Carmen.Alvarez@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; VAGagliardi@pbnlaw.com
Subject: Re: Sick time

Good Afternoon Mrs. Fabiano,

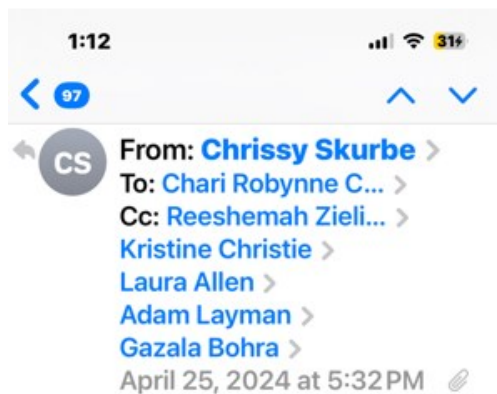
I hope this email finds you well. Thank you for your well wishes [REDACTED]. Kindly be advised that [REDACTED] took place on April 29th prior to you becoming the board president. To that end, I followed protocol and asked permission from the board leadership at that time. Both the president and vice president approved me to work remotely (emails attached below). Furthermore, it is my understanding that Mr. Gagliardi was consulted and [REDACTED] he is copied herein.

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Thank you for the opportunity to respectfully share my thoughts on this matter. That being said, you are the President and if you decide to rescind my prior approval to work remotely May 6th through and including May 10th, I will follow your directive and place my sick days into AESOP.

I will await your decision. Thank
you for reaching out with your concern.

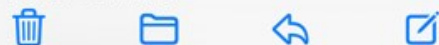
Stay will.



Re: Personnel Request - CONFIDENTIAL

Dr Chanley -

I am very sorry to hear that you
[REDACTED] My prayers are
with you [REDACTED]
[REDACTED] Thank
you for letting the board
leadership know. I have no
concerns with your plans to use
sick days and work remote from
May 6-10th.



Re: Personnel Request - CONFIDENTIAL

Dr Chanley,

My apologies for such a late reply. I am sorry to
hear [REDACTED] but I am praying
[REDACTED]
[REDACTED]. I have no concerns as well with
regards to your plans for time off and remote
work for the first week back.

Thank You!
Gazala Bohra
Board of Education Member
Monroe Township School District

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

SUCCESS IS ALWAYS A TEAM EFFORT!!



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Monroe Township School District

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Sent time: 05/02/2024 04:48:36 PM
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Subject: [External Email]Re: Sick time

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Monroe Township IT Department

Good afternoon.

I hope that you are [REDACTED].

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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I will await your decision. Thank
you for reaching out with your concern.

Stay will.

<IMG_5456.png>
<IMG_5457.jpeg>

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

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Vito A. Gagliardi, Jr., Esq.

Principal

VAGagliardi@pbnlaw.com

Phone: (973) 889-4151

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Bromberg & Newman

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

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Subject: [External Email]Re: Sick time

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Monroe Township IT Department

Good afternoon.

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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I will await your decision. Thank
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Stay will.

<IMG_5456.png>
<IMG_5457.jpeg>

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Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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Vito A. Gagliardi, Jr., Esq.

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Monroe Township IT Department

Good afternoon.

I hope that you are [REDACTED].

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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Monroe Township IT Department

Good afternoon.

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 05/02/2024 05:02:10 PM
To: VAGagliardi@pbnlaw.com
Cc: Katie.Fabiano@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us
Subject: Re: [External Email]Re: Sick time

Good Afternoon Sir,

My [REDACTED] was unexpected and happened quickly - thankfully. I will await President Fabiano's decision and act accordingly.

Thank you for your suggestion and that would be my recommendation [REDACTED]
[REDACTED] if the board leadership agrees.

As you know the job of a superintendent is one that occurs from all locations and not confined to a time or place.

Stay well.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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On May 2, 2024, at 4:48 PM, Gagliardi, Vito A. <VAGagliardi@pbnlaw.com> wrote:

Monroe Township IT Department

Good afternoon.

I hope that you are [REDACTED].

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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To: Chari Chanley <Chari.Chanley@monroe.k12.nj.us>
Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@monroe.k12.nj.us>; Steven Barandica <Steven.Barandica@monroe.k12.nj.us>; Laura Cassamassino <Laura.Cassamassino@monroe.k12.nj.us>; Gail DiPane <Gail.DiPane@monroe.k12.nj.us>; Peter Tufano <Peter.Tufano@monroe.k12.nj.us>; Kate Rattner <Kate.Rattner@monroe.k12.nj.us>; Adam Layman <Adam.Layman@monroe.k12.nj.us>; Zachary Morolda <Zachary.Morolda@monroe.k12.nj.us>
Cc:
Subject: [External Email]Re: [External Email]Requesting improved communications from MTSD - Change.org petition with 170 signatures

Some people who received this message don't often get email from [REDACTED]@gmail.com. [Learn why this is important](#)

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Monroe Township IT Department

Thank you Dr. Chanley. This is great to hear!

Any improvements in communication will be mutually beneficial to both the parent community and the district, with less individual questions for staff to address. Greatly appreciate your efforts. in this area.

PS: I hope you are doing well after your [REDACTED] Sending you my wishes for your healing and recovery.

Regards

Kamini Shankar

On Thu, May 2, 2024 at 2:40 PM Chari Chanley <Chari.Chanley@monroe.k12.nj.us> wrote:

Good Afternoon,

I hope this email finds you well. Thank you for reaching out with your suggestions and input. Please note this will be taken seriously and evaluated, so we may be reflective and make any needed changes to our communication methods and content.

Please note I will work diligently with Mr. Morolda, Director of Communications to examine the areas that we can improve upon and accentuate those areas we do well. Furthermore at my next Leadership Meeting, I will discuss this endeavor with my administrative team to examine their role in the district's communication.

Our goal is offer the best communication to our parents and community.

Thank you and stay well.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Kamini <[REDACTED]@gmail.com>

Date: Monday, April 29, 2024 at 10:00 AM

To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Cc: reeeshemah.zielinski@monroe.k12.nj.us <reeeshemah.zielinski@monroe.k12.nj.us>, Lisa Goldstein <Lisa.Goldstein@monroe.k12.nj.us>, Steven Barandica <Steven.Barandica@monroe.k12.nj.us>, Laura Cassamassino <Laura.Cassamassino@Monroe.K12.NJ.US>, Chrissy Skurbe <Chrissy.Skurbe@monroe.k12.nj.us>, Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>, Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>, Kathleen Belko <Kathleen.Belko@monroe.k12.nj.us>, Gail DiPane <Gail.DiPane@monroe.k12.nj.us>, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>, Matthew Gorham <Matthew.Gorham@Monroe.K12.NJ.US>, Kate Rattner <Kate.Rattner@monroe.k12.nj.us>, Peter Tufano <Peter.Tufano@monroe.k12.nj.us>

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Good morning Dr. Chanley

Hope this email finds you well. I am reaching out to you in an attempt to request improvements to the overall email communications from the School District.

Many parents have raised concerns about communication from the school being insufficient/critical information not being shared in a timely manner. While many of these discussions have been circulating on social media, I wanted to make a concerted effort to bring these concerns to your attention. I'm hoping that this will help the district understand the concerns from the parent community and be able to come up with holistic, overall improvements to the communications coming from the school district (email, website etc.).

Below is a petition submitted via Change.org, signed by 170 parents from the Monroe school district. The petition details some examples of missed/delayed communication that have raised concerns.

<https://www.change.org/p/requesting-improved-communications-from-the-monroe-township-school-district>

I'd like to emphasize that this is not an attempt to find fault or place blame on any individuals from the school administration or the BOE. This is simply an attempt to move forward towards a future where parents have access to clear and accurate information directly from the school district. This can also help eliminate misinformation and gossip which seems to be running rampant.

What can MTSD do better?

- 1. Provide clear, accurate & timely communication to parents regarding all things that concern the kids.**
- 2. Update the district website on a regular basis so the site serves as the sole source of truth.**
- 3. Provide reasons and rationale for decisions (e.g. why was an after school club cancelled).**
- 4. Proof read emails to avoid emails with typos and errors being sent to 100s of recipients.**
- 5. Introduce a monthly newsletter that gives an overview of all important details for the upcoming month.**

6. **Limit the number of emails on non-critical topics**

7. **Limit sales emails (e.g. year book)**

Thank you,

Regards

Kamini Shankar

From: Katie.Fabiano@monroe.k12.nj.us
Sent time: 05/02/2024 05:22:04 PM
To: Chari.Chanley@Monroe.K12.NJ.US; VAGagliardi@pbnlaw.com
Cc: Carmen.Alvarez@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us
Subject: Re: [External Email]Re: Sick time

Good afternoon,

Thank you for your replies.

I agree with Dr. Chanley that this should be brought up for discussion in the policy committee.

Until a uniform policy is adopted and to maintain equity for all, please put in for the sick time you feel necessary.

While we appreciate your efforts in responding to emails, etc., please set up an automated response with your return date and who to contact in the interim.

All good things,
Katie Fabiano
Board President
Monroe Township School District

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, May 2, 2024 5:02:10 PM
To: Gagliardi, Vito A. <VAGagliardi@pbnlaw.com>
Cc: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Gazala Bohra <Gazala.Bohra@monroe.k12.nj.us>
Subject: Re: [External Email]Re: Sick time

Good Afternoon Sir,

My [REDACTED] was unexpected and happened quickly - thankfully. I will await President Fabiano's decision and act accordingly.

Thank you for your suggestion and that would be my recommendation to look into the creation of such [REDACTED].

As you know the job of a superintendent is one that occurs from all locations and not confined to a time or place.

Stay well.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

SUCCESS IS ALWAYS A TEAM EFFORT!!



On May 2, 2024, at 4:48 PM, Gagliardi, Vito A. <VAGagliardi@pbnlaw.com> wrote:

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Monroe Township IT Department

Good afternoon.

I hope that you are [REDACTED].

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

On May 2, 2024, at 1:26 PM, Chari Chanley <Chari.Chanley@monroe.k12.nj.us> wrote:

Good Afternoon Mrs. Fabiano,

I hope this email finds you well. Thank you for your well wishes [REDACTED] Kindly be advised that [REDACTED] took place on April 29th prior to you becoming the board president. To that end, I followed protocol and asked permission from the board leadership at that time. Both the president and vice president approved me to work remotely (emails attached below).

Furthermore, it is my understanding that Mr. Gagliardi was consulted and [REDACTED] [REDACTED] he is copied herein.

Additionally, allow me to offer further clarification on this matter. I have more than enough sick days to take but due my work ethic and dedication in my role, I have answered my emails, phone calls and texts daily including the day of [REDACTED] and all week though I have taken sick days. It was my intention to continue in that direction. It should be further noted that prior superintendents have worked remotely and when appropriate and warranted administrative staff are given my permission to work remotely and do so. In our position as leaders, our job responsibilities are not contained within the walls of central office. On the contrary, to do this job well it is all encompassing and surpasses

sitting in my office. This is true for my administrative team as well.

Thank you for the opportunity to respectfully share my thoughts on this matter. That being said, you are the President and if you decide to rescind my prior approval to work remotely May 6th through and including May 10th, I will follow your directive and place my sick days into AESOP.

I will await your decision. Thank
you for reaching out with your concern.

Stay will.

<IMG_5456.png>

<IMG_5457.jpeg>

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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On May 2, 2024, at 11:32 AM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

Good morning, Dr. Chanley,

I hope you are [REDACTED] earlier this week.

Kindly be advised that per district policy, there is no remote option available for administration or staff.
You are welcome to take as much of your sick time as you need [REDACTED].

Please let me know when you would like to return at your earliest convenience.

All good things,
Katie Fabiano
Board President
Monroe Township School District

Vito A. Gagliardi, Jr., Esq.

Principal

VAGagliardi@pbnlaw.com

Phone: (973) 889-4151

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Bromberg & Newman

100 Southgate Parkway P.O. Box 1997

Morristown, NJ 07962-1997

www.pbnlaw.com

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 05/02/2024 05:36:19 PM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: VAGagliardi@pbnlaw.com; Carmen.Alvarez@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Reeshemah.Zielinski@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US
Subject: Re: [External Email]Re: Sick time

Good Afternoon,

I accept your response as a directive rescinding the prior approval to work remotely. I will be taking sick days and I will return on Monday, May 11th. Furthermore, I will submit my medical note upon my return.

Stay well.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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On May 2, 2024, at 5:22 PM, Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us> wrote:

Good afternoon,

Thank you for your replies.

I agree with Dr. Chanley that this should be brought up for discussion in the policy committee.

Until a uniform policy is adopted and to maintain equity for all, please put in for the sick time you feel necessary.

While we appreciate your efforts in responding to emails, etc., please set up an automated response with your return date and who to contact in the interim.

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[REDACTED].

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Stay well.

Kindly,

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Monroe Township IT Department

Good afternoon.

I hope that you [REDACTED].

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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Thank you for the opportunity to respectfully share my thoughts on this matter. That being said, you are the President and if you decide to rescind my prior approval to work remotely May 6th through and including May 10th, I will follow your directive and place my sick days into AESOP.

I will await your decision. Thank you for reaching out with your concern.

Stay will.

<IMG_5456.png>

<IMG_5457.jpeg>

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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Principal

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Phone: (973) 889-4151

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 05/02/2024 05:40:18 PM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: VAGagliardi@pbnlaw.com; Carmen.Alvarez@monroe.k12.nj.us; Gazala.Bohra@monroe.k12.nj.us; Reeshemah.Zielinski@Monroe.K12.NJ.US; Adam.Layman@Monroe.K12.NJ.US; Laura.Allen@Monroe.K12.NJ.US
Subject: Re: [External Email]Re: Sick time

Please note the date is May 13th rather than May 11th.

Thank you.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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