

Lisa Goldstein

From: Anonymous <opra+request-77536-44fb9eb0@requests.opramachine.com>
Sent: Sunday, June 15, 2025 9:02 PM
To: OPRA E-Mail
Subject: [External Email]OPRA request - Mary Ann Friedman Emails

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Dear Monroe Township School District (Middlesex),

Please accept this electronic request for public records made under OPRA and the common law right of access. I am not required to fill out an official form or use a particular software platform to submit my request per NJSA 47:1A-6(f), which states that an email from a requestor including all of the information required on the adopted form shall suffice in place of a completed form as a valid government record request.

I HAVE NOT been convicted of any indictable offense under the laws of New Jersey, any other state, or the United States.

I WILL NOT use the requested government records for a commercial purpose.

I AM NOT seeking records in connection with a legal proceeding.

Records requested:

-as read into the record by a board member on June 11, 2025: Any and all emails exchanged between Chari Chanley and Mary Ann Friedman of the NJSBA between the dates March 19, 2025 to May 5, 2025, containing any of the following key words: "evaluation" "conflicted" "board President" "board vice President" "board member" and "marked" "advice" "legal opinion" "superintendent" and "conflicted."

My preferred delivery method for response(s) to this request is by E-mail as attachments. Please confirm you have received this request. If you are not the custodian of records, please forward my request to that person and provide their email address to me for future reference.

Yours faithfully,

Anonymous

Please deliver records electronically via email to the below UNIQUE address for all replies to this request:

opra+request-77536-44fb9eb0@requests.opramachine.com

Is OPRA@monroe.k12.nj.us the wrong address for OPRA requests to Monroe Township School District (Middlesex)? If so, please contact us using this form:

https://opramachine.com/change_request/new?body=monroe_township_school_district_middlesex

Disclaimer: This message and any reply that you make will be published on the internet. Our privacy and copyright policies:

<https://opramachine.com/help/officers>

View this OPRA request & responses online:

https://opramachine.com/request/mary_ann_friedman_emails

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

"OPRAMachine's mission is to give people easy and affordable access to New Jersey public records.

For more information, contact us at: (732) 707-1628 or PO Box 3180, New Brunswick, NJ 08903."



MONROE TOWNSHIP SCHOOLS
423 Buckelew Avenue
Monroe Township, New Jersey 08831
www.monroe.k12.nj.us

DR. CHARI ROBYNNE CHANLEY

Superintendent of Schools

DR. ADAM M. LAYMAN

Acting Superintendent of Schools

LAURA ALLEN, CPA

Business Administrator/Board Secretary

Tel: 732-521-1500

Fax: 732-521-2719

July 3, 2025

VIA EMAIL: opra+request-77536-44fb9eb0@requests.opramachine.com

Anonymous

Re: OPRA Request dated June 15, 2025

Dear Sir/Madam:

On behalf of the Monroe Township Board of Education ("Board" and/or "District"), I am writing this letter in furtherance of my correspondence dated June 25, 2025, in response to your request for records pursuant to the Open Public Records Act ("OPRA") submitted via email on Sunday, June 15, 2025 and received on Monday, June 16, 2025.

OPRA allows custodians to seek extensions of time within which to respond, pursuant to N.J.S.A. 47:1A-5. Specifically, the OPRA states that, in the event a records custodian needs additional time to fulfill the request, the custodian shall be entitled to a reasonable extension of time and shall notify the requester of the time extension. In regards to your request, this office requested such an extension until Thursday, July 3, 2025. Accordingly, the Board's response to your request is set forth below.

"Any and all emails exchanged between Chari Chanley and Mary Ann Friedman of the NJSBA between the dates March 19, 2025 to May 5, 2025, containing any of the following keywords: 'evaluation' 'conflicted' 'board President' 'board vice President' 'board member' and 'marked' 'advice' 'legal opinion' 'superintendent' and 'conflicted.'"

Please note that your request for copies of emails with keywords "evaluation", "conflicted", "board President", "board vice President", "board member" and "marked", "advice", "legal opinion", "superintendent" and "conflicted" is overly broad in that the requests fail to include a narrowly construed subject or content and thus do not identify specific requested records. See Elcavage v. West Milford Twp. (Passaic), GRC Complaint No. 2009-07 (April 2010); Doss v. Borough of

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Paramus (Bergen), GRC Complaint No. 2014-149 (Interim Order dated January 30, 2015); Gannett New Jersey Partners L.P. v. County of Middlesex, 379 N.J. Super. 205, 211-12, 877 A.2d 330 (App. Div. 2005); New Jersey Builders Association v. New Jersey Council on Affordable Housing, 390 N.J. Super. 166, 178 (App. Div.), certify. Denied, 190 N.J. 394 (2007); Bent v. Stafford Police Dep' t, 381 N.J. Super. 30, 40 (App. Div. 2005); NJ Builders Assoc. v. NJ Council on Affordable Housing, 390 N.J. Super. 166, 180 (App. Div. 2007); Burke v. Brandes, 429 N.J. Super. 169, 172, 176 (App. Div. 2012). Under OPRA, one cannot submit "wholesale requests for general information to be analyzed, collated and compiled by the responding government entity." MAG Entertainment, LLC v. Division of Alcoholic Beverage Control, 375 N.J. Super. 534, 868 A.2d 1067 (App. Div. 2005). (The Court found a request for "all books, records, [and] documents" related to a specific project to be improper.)

Your request contains generic keywords that can easily appear in a vast quantity of records without any specific meaning. There is no requirement pursuant to OPRA which requires the Board to attempt to locate responsive correspondence containing a single word of generic meaning without any context. See Elcavage v. West Milford Twp. (Passaic), GRC Complaint No. 2009-07 (April 2010); Burke v. Brandes, 429 N.J. Super. 169, 172, 176 (App. Div. 2012). Further, requiring a custodian to locate responsive correspondence based on a single generic keyword is clearly not consistent with the establishment of "subject or content" as one of the criteria for a valid correspondence search. See Sandoval v. NJ State Parole Board, GRC Complaint No. 2006-167 (October 2008), and Schuler v. Borough of Bloomsbury, GRC Complaint No. 2007-151 (February 2009). Most importantly, using generic keywords is analogous to the type of overly broad request that the MAG and NJ Builder Association Courts determined to be invalid.

Further, pursuant to N.J.S.A. 47:1A-5, a custodian is not required to fulfill a request for correspondence "if the request does not identify a specific job title or accounts to be searched, a specific subject matter, and is not confined to a reasonable time period". As submitted, your request does not include a specific subject matter.

Thus, as composed, the request contains generic terms which do not constitute a specific subject matter. As such, your request requires the Board to perform research and use judgement as to whether each correspondence is actually responsive to your request in order to respond properly. The OPRA does not require such actions.

However, in lieu of denying your request, the Board conducted a search of its records to identify any responsive documents related to conflicts/advice regarding the Superintendent's evaluation as the subject/content. Accordingly, enclosed please find copies of email communications between Chari Chanley and Mary Ann Friedman for the period of March 19, 2025 to May 5, 2025 which have been redacted to protect confidential advisory, consultative or deliberative material

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pursuant to N.J.S.A. 47:1A-1.1; confidential attorney-client information pursuant to N.J.S.A. 47:1A-1.1; and confidential personnel information pursuant to N.J.S.A. 47:1A-10, N.J.A.C. 6A:32-4.3, and N.J.S.A. 10:4-12(b)(8).

As the documents identified above are being provided to you in electronic format only, there is no charge associated with your request. The correspondence, the foregoing information, and the enclosed documents constitute the Board's full and complete response to your OPRA request and therefore, your OPRA request is closed.

Sincerely,

A handwritten signature in black ink that reads "Lisa Goldstein". The signature is written in a cursive, flowing style.

Lisa Goldstein
OPRA & Central Registration Secretary

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 03/19/2025 08:54:21 PM
To: mafriedman@njsba.org
Cc: Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: RE: [External Email]RE: [External Email]Re: Evaluation
Attachments: Monroe BOE-8.pdf

Good Evening Ms. Friedman,

I hope you are well. Kindly be advised that as I have shared in my email attached herein, a scheduled meeting with our board attorney will take place on March 27th to discuss Ms. Fabiano's conflict. She had been conflicted in the past due to her husband's behavior at board meetings and on social media with respect to his personal attack of me. To that end, an opinion was rendered (it is attached for your reference) that stated Ms. Fabiano's conflict. Unfortunately, this aggressive and inappropriate behavior by Mr. Fabiano has become an issue once again. That being said, it is reasonable for me to believe she is conflicted since the same behavior previously caused her conflict.

Regarding Mr. Piro, he is a **Personnel info.** prior employee who was under my direct supervision as the Director of Security and Ms. Rattner's spouse works as a teacher in the district so yes, they are both conflicted.

Once the meeting occurs on March 27th, I will reach out with an update.

Thank you for your attention to this matter. Have a great remainder to your evening.

All my best,
Chari

Kindly,

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

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

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Tuesday, March 18, 2025 10:33 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]Re: Evaluation
Importance: High

Warning: This email originated from outside the Monroe School District.

Good morning Dr. Chanley,

Thank you for your email. I am somewhat confused.

Mrs. Fabiano is **no** longer conflicted, correct?

Mr. Piro **is** conflicted, correct?

Mrs. Rattner **is** conflicted, correct?

I already have Mrs. Rattner marked as conflicted, but need verification of the above asap. Thank you!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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p. 609.273.3637
e. mafriedman@njsba.org
w. www.njsba.org
   



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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Sunday, March 16, 2025 10:56 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]Re: Evaluation

Good Evening,

I hope this email finds you well. Thank you for your expedient reply. I checked my email inclusive of my junk mail and was unable to locate the email. That being said, I will follow your alternate instructions. Please know that I may have two conflicted board members. Mrs. Fabiano, who had been previously conflicted and Mr. Piro. I have shared my concerns with the board attorney and our first step in this process will begin with a meeting on March 27th to discuss moving forward with a formal request for an opinion on this matter. I will keep you posted but I remember when Mrs. Fabiano was conflicted, you required notification. Lastly, Mrs. Rattner is conflicted as her husband is a teacher in my district; she is aware of her conflict and is not expecting to participate in my evaluation.

Thank you for your attention to this matter.

Stay well.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Thursday, March 13, 2025 1:50 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Re: Evaluation

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good afternoon Dr. Charley,

You should have received an email from NJSBA on 2/10/25 letting you know that the eval is open for CSA's to use.

You can go to our website, scroll down to Quick References/Resources and click on CSA and Board evaluations. That will take you to the page where you can click on begin CSA eval.

I am out of the office but if you have any difficulty, please let me know and I will send you the direct link later today.

Thank you!

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Wednesday, March 12, 2025 11:51:10 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Evaluation

Good Evening,

I hope this email finds you well. President Fabiano shared with me that you sent me an email in February regarding my evaluation. I thought perhaps I had missed it or it was in my junk mail. When I did a search of all my mailboxes this is the last correspondence I have from you. To that end, I thought it best to reach out in case you inadvertently sent it to the wrong email.

Looking forward to receiving the information regarding the evaluation process.

Thank you so much and stay well.

All my best,
Chari

Kindly,

Dr. Chari Robynne Chanley

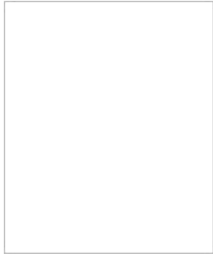
Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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On Sep 11, 2024, at 3:08 PM, Mary Ann Friedman <mafriedman@njsba.org> wrote:

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Thank you Dr. Chanley. I'm looking forward to working with you all again!

Hoping to see you at Workshop this year! Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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p. 609.273.3637

e. mafriedman@njsba.org

w. www.njsba.org



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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Wednesday, September 11, 2024 2:29 PM
To: Mary Ann Friedman <mafriedman@njsba.org>; Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>; Patricia Rees <PREes@njsba.org>
Cc: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>
Subject: RE: [External Email]RE: Monroe Strat Plan

Thank you, Ms. Rees for your collaboration and efforts – best wishes.

Welcome back Ms. Friedman, Monroe is happy to resume our relationship.

Stay well.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Wednesday, September 11, 2024 2:22 PM
To: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>; Patricia Rees <PREes@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Monroe Strat Plan

You don't often get email from mafriedman@njsba.org. [Learn why this is important](#)

Warning: This email originated from outside of the Monroe School District. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Zach,

Thank you for your email. I am very excited to be back in Middlesex County and look forward to working with you and the board again.

Have a great evening. Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org

w. www.njsba.org

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From: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Sent: Wednesday, September 11, 2024 11:45 AM

To: Mary Ann Friedman <mafriedman@njsba.org>; Patricia Rees <PRees@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Monroe Strat Plan

Good morning Ms. Rees & greetings Ms. Friedman –

Thank you for reaching out and following up! Our school year has started off very well and we are excited about all the things we are rolling out this school year!

We are presenting our draft plan to our boards sub-Citizens Advisory Committee for feedback and some additional collaboration. As such, we will offer a digital draft at the end of next week. Does this work for you?

Thanks again for reaching out. We are sad to see you move on but are excited to resume working with Ms. Friedman.

Respectfully,

Zach Morolda

Zachary M. Morolda, MS.Ed

Director | Innovative & Community Programs, Equity & Careers Technology
Monroe Township School District

From: Mary Ann Friedman <mafriedman@njsba.org>

Date: Tuesday, September 10, 2024 at 9:25 AM

To: Patricia Rees <PRees@njsba.org>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

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Thank you Patti for your kind words. I look forward to working with the boards in Middlesex again!

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org

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From: Patricia Rees <PRees@njsba.org>

Sent: Tuesday, September 10, 2024 9:19 AM

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

Cc: Mary Ann Friedman <mafriedman@njsba.org>

Subject: Monroe Strat Plan

Good morning – I hope you had a good summer, and the opening of schools was exciting and uneventful. I'm looking to finish up the Monroe Strategic plan and write the final report. Are the action plans completed? If so, can you send me an electronic copy to include in the final plan. In addition, we like to include information from the State of the Schools. Once completed we will have a printed document to present to the board. Address. If you have an electronic copy to send that would be wonderful.

For your reference, NJSBA has made some changes to the areas covered by Field Service Reps. Moving forward Mary Ann Friedman (copied) will be covering Middlesex County. You may remember Mary Ann as she handled Middlesex County just before me. I will be working in Somerset, Hunterdon, and Warren counties.

I look forward to completing your strategic plan. I enjoyed working with you and the board and I know that Mary Ann is a fabulous resource to boards.

Patti

"We serve to inspire, empower and provide our members and partners with education, engagement and exceptional support."

Patricia Rees

Field Service Representative Serving Somerset, Hunterdon & Warren Counties

p. 609.218.2189

e. prees@njsba.org

w. www.njsba.org

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 03/19/2025 08:55:04 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Automatic reply: [External Email]RE: [External Email]Re: Evaluation

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Thank you for your email. I am currently out of the office in a district and will return on Thursday, March 20, 2025 at which time I will reply to your email.

If you need immediate assistance during regular business hours, please contact Marie Marcantonio at mmarcantonio@njsba.org or at 609-278-5210.

Thank you for contacting New Jersey School Boards Association where our mission is the advancement of public education in New Jersey.

Stay well.

From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 03/20/2025 09:43:18 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good morning Dr. Chanley,

Thank you so much for confirming the conflicts. I am so sorry that these things have occurred.

I had Ms. Rattner already marked as conflicted and have now marked Mr. Piro as well. Conf. advisory, consultative or deliberative material
Conf. advisory, consultative or deliberative material

Also, while we do mark members as conflicted, when we are advised of their conflicts, ALL board members will receive the notification when you complete and submit the eval. When a board member is marked as conflicted, if they log in to work on the CSA eval they will receive an error message that they are marked as conflicted and should call their FSR/me. So even though everyone will receive the email notification, the conflicted board members are blocked from being able to see, work on, or complete the CSA eval.

I hope this information is helpful and appreciate your keeping me informed.

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
w. www.njsba.org
   



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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Wednesday, March 19, 2025 8:54 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]RE: [External Email]Re: Evaluation

Good Evening Ms. Friedman,

I hope you are well. Kindly be advised that as I have shared in my email attached herein, a scheduled meeting with our board attorney will take place on March 27th to discuss Ms. Fabiano's conflict. She had been conflicted in the past due to her husband's behavior at board meetings and on social media with respect to his personal attack of me. To that end, an opinion was rendered (it is attached for your reference) that stated Ms. Fabiano's conflict. Unfortunately, this aggressive and inappropriate behavior by Mr. Fabiano has become an issue once again. That being said, it is reasonable for me to believe she is conflicted since the same behavior previously caused her conflict.

Regarding Mr. Piro, he is a Personnel info. prior employee who was under my direct supervision as the Director of Security and Ms. Rattner's spouse works as a teacher in the district so yes, they are both conflicted.

Once the meeting occurs on March 27th, I will reach out with an update.

Thank you for your attention to this matter. Have a great remainder to your evening.

All my best,
Chari

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Tuesday, March 18, 2025 10:33 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]Re: Evaluation
Importance: High

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Good morning Dr. Chanley,

Thank you for your email. I am somewhat confused.

Mrs. Fabiano is **no** longer conflicted, correct?

Mr. Piro **is** conflicted, correct?

Mrs. Rattner **is** conflicted, correct?

I already have Mrs. Rattner marked as conflicted, but need verification of the above asap. Thank you!

Stay well.

Mary Ann

Mary Ann Friedman

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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Sunday, March 16, 2025 10:56 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]Re: Evaluation

Good Evening,

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Thank you for your attention to this matter.

Stay well.

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Thursday, March 13, 2025 1:50 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Re: Evaluation

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Good afternoon Dr. Charley,

You should have received an email from NJSBA on 2/10/25 letting you know that the eval is open for CSA's to use.

You can go to our website, scroll down to Quick References/Resources and click on CSA and Board evaluations. That will take you to the page where you can click on begin CSA eval.

I am out of the office but if you have any difficulty, please let me know and I will send you the direct link later today.

Thank you!

Sent from my Verizon, Samsung Galaxy smartphone

Get [Outlook for Android](#)

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

Sent: Wednesday, March 12, 2025 11:51:10 PM

To: Mary Ann Friedman <mafriedman@njsba.org>

Cc: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>

Subject: Evaluation

Good Evening,

I hope this email finds you well. President Fabiano shared with me that you sent me an email in February regarding my evaluation. I thought perhaps I had missed it or it was in my junk mail. When I did a search of all my mailboxes this is the last correspondence I have from you. To that end, I thought it best to reach out in case you inadvertently sent it to the wrong email.

Looking forward to receiving the information regarding the evaluation process.

Thank you so much and stay well.

All my best,
Chari

Kindly,

Dr. Chari Robynne Chanley

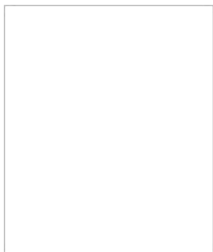
Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

SUCCESS IS ALWAYS A TEAM EFFORT!!



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

On Sep 11, 2024, at 3:08 PM, Mary Ann Friedman <mafriedman@njsba.org> wrote:

Warning: This email originated from outside of the Monroe School District. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you Dr. Chanley. I'm looking forward to working with you all again!

Hoping to see you at Workshop this year! Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

“We serve to inspire, empower, and provide our members and partners with education, engagement, and exceptional support.”

p. 609.273.3637

e.

mafriedman@njsba.org

w. www.njsba.org



AWARD WINNER
Most Transparent Organization

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

Sent: Wednesday, September 11, 2024 2:29 PM

To: Mary Ann Friedman <mafriedman@njsba.org>; Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>;

Patricia Rees <PREes@njsba.org>

Cc: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>

Subject: RE: [External Email]RE: Monroe Strat Plan

Thank you, Ms. Rees for your collaboration and efforts – best wishes.

Welcome back Ms. Friedman, Monroe is happy to resume our relationship.

Stay well.

Kindly,

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

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

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SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Mary Ann Friedman <mafriedman@njsba.org>

Sent: Wednesday, September 11, 2024 2:22 PM

To: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>; Patricia Rees <PREes@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

You don't often get email from mafriedman@njsba.org. [Learn why this is important](#)

Warning: This email originated from outside of the Monroe School District. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Zach,

Thank you for your email. I am very excited to be back in Middlesex County and look forward to working with you and the board again.

Have a great evening. Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org

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From: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Sent: Wednesday, September 11, 2024 11:45 AM

To: Mary Ann Friedman <mafriedman@njsba.org>; Patricia Rees <PRees@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Monroe Strat Plan

Good morning Ms. Rees & greetings Ms. Friedman –

Thank you for reaching out and following up! Our school year has started off very well and we are excited about all the things we are rolling out this school year!

We are presenting our draft plan to our boards sub-Citizens Advisory Committee for feedback and some additional collaboration. As such, we will offer a digital draft at the end of next week. Does this work for you?

Thanks again for reaching out. We are sad to see you move on but are excited to resume working with Ms. Friedman.

Respectfully,

Zach Morolda

Zachary M. Morolda, MS.Ed

Director | Innovative & Community Programs, Equity & Careers Technology
Monroe Township School District

From: Mary Ann Friedman <mafriedman@njsba.org>

Date: Tuesday, September 10, 2024 at 9:25 AM

To: Patricia Rees <PRees@njsba.org>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

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Thank you Patti for your kind words. I look forward to working with the boards in Middlesex again!

Mary Ann

Mary Ann Friedman

**Senior Field Service Representative
Serving Mercer & Middlesex Counties**

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e. mafriedman@njsba.org

w. www.njsba.org

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<[image003.png](#)>

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<[image005.png](#)> <[image006.png](#)>

From: Patricia Rees <PRees@njsba.org>

Sent: Tuesday, September 10, 2024 9:19 AM

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

Cc: Mary Ann Friedman <mafriedman@njsba.org>

Subject: Monroe Strat Plan

Good morning – I hope you had a good summer, and the opening of schools was exciting and uneventful. I'm looking to finish up the Monroe Strategic plan and write the final report. Are the action plans completed? If so, can you send me an electronic copy to include in the final plan. In addition, we like to include information from the State of the Schools. Once completed we will have a printed document to present to the board.

Address. If you have an electronic copy to send that would be wonderful.

For your reference, NJSBA has made some changes to the areas covered by Field Service Reps. Moving forward Mary Ann Friedman (copied) will be covering Middlesex County. You may remember Mary Ann as she handled Middlesex County just before me. I will be working in Somerset, Hunterdon, and Warren counties.

I look forward to completing your strategic plan. I enjoyed working with you and the board and I know that Mary Ann is a fabulous resource to boards.

Patti

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Patricia Rees

Field Service Representative Serving Somerset, Hunterdon & Warren Counties

p. 609.218.2189

e. prees@njsba.org

w. www.njsba.org

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 03/31/2025 11:25:21 AM
To: mafriedman@njsba.org
Cc: Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: RE: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation

Good Morning,

I hope this email finds you well. At this juncture, Ms. Fabiano is not conflicted. To that end, I will commence the evaluation and complete shortly. If I need assistance, I may reach out.

Thank you very much for your help.

Kindly,

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

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SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Thursday, March 20, 2025 9:43 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation
Importance: High

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good morning Dr. Chanley,

Thank you so much for confirming the conflicts. I am so sorry that these things have occurred.

I had Ms. Rattner already marked as conflicted and have now marked Mr. Piro as well. Conf. advisory, consultative or deliberative material

Also, while we do mark members as conflicted, when we are advised of their conflicts, ALL board members will receive the notification when you complete and submit the eval. When a board member is marked as conflicted, if they log in to work on the CSA eval they will receive an error message that they are marked as conflicted and should call their FSR/me.

So even though everyone will receive the email notification, the conflicted board members are blocked from being able to see, work on, or complete the CSA eval.

I hope this information is helpful and appreciate your keeping me informed.

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
w. www.njsba.org
   



AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Wednesday, March 19, 2025 8:54 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]RE: [External Email]Re: Evaluation

Good Evening Ms. Friedman,

I hope you are well. Kindly be advised that as I have shared in my email attached herein, a scheduled meeting with our board attorney will take place on March 27th to discuss Ms. Fabiano's conflict. She had been conflicted in the past due to her husband's behavior at board meetings and on social media with respect to his personal attack of me. To that end, an opinion was rendered (it is attached for your reference) that stated Ms. Fabiano's conflict. Unfortunately, this aggressive and inappropriate behavior by Mr. Fabiano has become an issue once again. That being said, it is reasonable for me to believe she is conflicted since the same behavior previously caused her conflict.

Regarding Mr. Piro, he is a Personnel info. prior employee who was under my direct supervision as the Director of Security and Ms. Rattner's spouse works as a teacher in the district so yes, they are both conflicted.

Once the meeting occurs on March 27th, I will reach out with an update.

Thank you for your attention to this matter. Have a great remainder to your evening.

All my best,
Chari

Kindly,

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

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SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Tuesday, March 18, 2025 10:33 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]Re: Evaluation
Importance: High

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Good morning Dr. Chanley,

Thank you for your email. I am somewhat confused.

Mrs. Fabiano is no longer conflicted, correct?

Mr. Piro is conflicted, correct?

Mrs. Rattner is conflicted, correct?

I already have Mrs. Rattner marked as conflicted, but need verification of the above asap. Thank you!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
w. www.njsba.org
   



AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Sunday, March 16, 2025 10:56 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]Re: Evaluation

Good Evening,

I hope this email finds you well. Thank you for your expedient reply. I checked my email inclusive of my junk mail and was unable to locate the email. That being said, I will follow your alternate instructions. Please know that I may have two conflicted board members. Mrs. Fabiano, who had been previously

conflicted and Mr. Piro. I have shared my concerns with the board attorney and our first step in this process will begin with a meeting on March 27th to discuss moving forward with a formal request for an opinion on this matter. I will keep you posted but I remember when Mrs. Fabiano was conflicted, you required notification. Lastly, Mrs. Rattner is conflicted as her husband is a teacher in my district; she is aware of her conflict and is not expecting to participate in my evaluation.

Thank you for your attention to this matter.

Stay well.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Thursday, March 13, 2025 1:50 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Re: Evaluation

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good afternoon Dr. Charley,

You should have received an email from NJSBA on 2/10/25 letting you know that the eval is open for CSA's to use.

You can go to our website, scroll down to Quick References/Resources and click on CSA and Board evaluations. That will take you to the page where you can click on begin CSA eval.

I am out of the office but if you have any difficulty, please let me know and I will send you the direct link later today.

Thank you!

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Wednesday, March 12, 2025 11:51:10 PM
To: Mary Ann Friedman <mafriedman@njsba.org>

Cc: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>

Subject: Evaluation

Good Evening,

I hope this email finds you well. President Fabiano shared with me that you sent me an email in February regarding my evaluation. I thought perhaps I had missed it or it was in my junk mail. When I did a search of all my mailboxes this is the last correspondence I have from you. To that end, I thought it best to reach out in case you inadvertently sent it to the wrong email.

Looking forward to receiving the information regarding the evaluation process.

Thank you so much and stay well.

All my best,
Chari

Kindly,

Dr. Chari Robynne Chanley

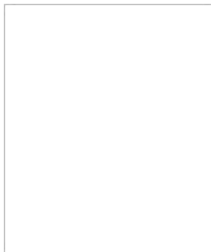
Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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On Sep 11, 2024, at 3:08 PM, Mary Ann Friedman <mafriedman@njsba.org> wrote:

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Thank you Dr. Chanley. I'm looking forward to working with you all again!

Hoping to see you at Workshop this year! Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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p. 609.273.3637

e. mafriedman@njsba.org

w. www.njsba.org



AWARD WINNER
Most Transparent Organization

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

Sent: Wednesday, September 11, 2024 2:29 PM

To: Mary Ann Friedman <mafriedman@njsba.org>; Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>; Patricia Rees <PRees@njsba.org>

Cc: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>

Subject: RE: [External Email]RE: Monroe Strat Plan

Thank you, Ms. Rees for your collaboration and efforts – best wishes.

Welcome back Ms. Friedman, Monroe is happy to resume our relationship.

Stay well.

Kindly,

Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
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From: Mary Ann Friedman <mafriedman@njsba.org>

Sent: Wednesday, September 11, 2024 2:22 PM

To: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>; Patricia Rees <PRees@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

You don't often get email from mafriedman@njsba.org. [Learn why this is important](#)

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Good afternoon Zach,

Thank you for your email. I am very excited to be back in Middlesex County and look forward to working with you and the board again.

Have a great evening. Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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From: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Sent: Wednesday, September 11, 2024 11:45 AM

To: Mary Ann Friedman <mafriedman@njsba.org>; Patricia Rees <PRees@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Monroe Strat Plan

Good morning Ms. Rees & greetings Ms. Friedman –

Thank you for reaching out and following up! Our school year has started off very well and we are excited about all the things we are rolling out this school year!

We are presenting our draft plan to our boards sub-Citizens Advisory Committee for feedback and some

additional collaboration. As such, we will offer a digital draft at the end of next week. Does this work for you?

Thanks again for reaching out. We are sad to see you move on but are excited to resume working with Ms. Friedman.

Respectfully,

Zach Morolda

Zachary M. Morolda, MS.Ed

Director | Innovative & Community Programs, Equity & Careers Technology
Monroe Township School District

From: Mary Ann Friedman <mafriedman@njsba.org>

Date: Tuesday, September 10, 2024 at 9:25 AM

To: Patricia Rees <PREes@njsba.org>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

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Mary Ann Friedman

Senior Field Service Representative

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From: Patricia Rees <PREes@njsba.org>

Sent: Tuesday, September 10, 2024 9:19 AM

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

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For your reference, NJSBA has made some changes to the areas covered by Field Service Reps. Moving forward Mary Ann Friedman (copied) will be covering Middlesex County. You may remember Mary Ann as she handled Middlesex County just before me. I will be working in Somerset, Hunterdon, and Warren counties.

I look forward to completing your strategic plan. I enjoyed working with you and the board and I know that Mary Ann is a fabulous resource to boards.

Patti

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Patricia Rees

Field Service Representative Serving Somerset, Hunterdon & Warren Counties

p. 609.218.2189

e. prees@njsba.org

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 03/31/2025 11:25:43 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Automatic reply: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Thank you for your email. I am currently out of the office in a district and will return this tomorrow morning, April 1, 2025, at which time I will reply to your email.

If you need immediate assistance during regular business hours, please contact Marie Marcantonio at mmarcantonio@njsba.org or at 609-278-5210.

Thank you for contacting New Jersey School Boards Association where our mission is the advancement of public education in New Jersey.

Stay well.

From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/01/2025 10:31:07 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation

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Good morning Dr. Chanley,

Thank you for your email.

I will not mark Ms. Fabiano as conflicted for this year. Should that change, please let me know. I have Ms. Rattner and Mr. Piro marked as conflicted.

I see you have started the CSA evaluation which is great! You will receive an email notification once you have completed and submitted the eval and will then have 48 hours to make any edits you may wish to make. You will also receive another email notification when 48 hours has passed and board members are notified that you have completed the eval and invites them to begin. I will be cc'd on both of those emails and will then begin to track the board's progress.

Please let me know if you have any questions.

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
w. www.njsba.org
   



AWARD WINNER
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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Monday, March 31, 2025 11:25 AM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation

Good Morning,

I hope this email finds you well. At this juncture, Ms. Fabiano is not conflicted. To that end, I will commence the evaluation and complete shortly. If I need assistance, I may reach out.

Thank you very much for your help.

Kindly,

Dr. Chari Robynne Chanley
Superintendent

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Subject: [External Email]RE: [External Email]RE: [External Email]Re: Evaluation
Importance: High

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Stay well.

Mary Ann

Mary Ann Friedman
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p. 609.273.3637
e. mafriedman@njsba.org
w. www.njsba.org
f X y i



AWARD WINNER
Most Transparent Organization

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

Sent: Wednesday, March 19, 2025 8:54 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]RE: [External Email]Re: Evaluation

Good Evening Ms. Friedman,

I hope you are well. Kindly be advised that as I have shared in my email attached herein, a scheduled meeting with our board attorney will take place on March 27th to discuss Ms. Fabiano's conflict. She had been conflicted in the past due to her husband's behavior at board meetings and on social media with respect to his personal attack of me. To that end, an opinion was rendered (it is attached for your reference) that stated Ms. Fabiano's conflict. Unfortunately, this aggressive and inappropriate behavior by Mr. Fabiano has become an issue once again. That being said, it is reasonable for me to believe she is conflicted since the same behavior previously caused her conflict.

Regarding Mr. Piro, he is a **Personnel info:** prior employee who was under my direct supervision as the Director of Security and Ms. Rattner's spouse works as a teacher in the district so yes, they are both conflicted.

Once the meeting occurs on March 27th, I will reach out with an update.

Thank you for your attention to this matter. Have a great remainder to your evening.

All my best,
Chari

Kindly,

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

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

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

SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Tuesday, March 18, 2025 10:33 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]Re: Evaluation
Importance: High

**Warning: This email originated from outside the Monroe School District.
Do not click links or open attachments unless you recognize the sender
and trust the content.**

Good morning Dr. Chanley,

Thank you for your email. I am somewhat confused.

Mrs. Fabiano is no longer conflicted, correct?

Mr. Piro is conflicted, correct?

Mrs. Rattner is conflicted, correct?

I already have Mrs. Rattner marked as conflicted, but need verification of the above asap. Thank you!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

"We serve to inspire, empower, and provide our members and partners with education, engagement, and exceptional support."

p. 609.273.3637
e. mafriedman@njsba.org
w. www.njsba.org
f X y i



AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Sunday, March 16, 2025 10:56 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]Re: Evaluation

Good Evening,

I hope this email finds you well. Thank you for your expedient reply. I checked my email inclusive of my junk mail and was unable to locate the email. That being said, I will follow your alternate instructions. Please know that I may have two conflicted board members. Mrs. Fabiano, who had been previously conflicted and Mr. Piro. I have shared my concerns with the board attorney and our first step in this process will begin with a meeting on March 27th to discuss moving forward with a formal request for an opinion on this matter. I will keep you posted but I remember when Mrs. Fabiano was conflicted, you required notification. Lastly, Mrs. Rattner is conflicted as her husband is a teacher in my district; she is aware of her conflict and is not expecting to participate in my evaluation.

Thank you for your attention to this matter.

Stay well.

Kindly,

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

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SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Thursday, March 13, 2025 1:50 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Re: Evaluation

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good afternoon Dr. Charley,

You should have received an email from NJSBA on 2/10/25 letting you know that the eval is open for CSA's to use.

You can go to our website, scroll down to Quick References/Resources and click on CSA and Board evaluations. That will take you to the page where you can click on begin CSA eval.

I am out of the office but if you have any difficulty, please let me know and I will send you the direct link later today.

Thank you!

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Wednesday, March 12, 2025 11:51:10 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: Evaluation

Good Evening,

I hope this email finds you well. President Fabiano shared with me that you sent me an email in February regarding my evaluation. I thought perhaps I had missed it or it was in my junk mail. When I did a search of all my mailboxes this is the last correspondence I have from you. To that end, I thought it best to reach out in case you inadvertently sent it to the wrong email.

Looking forward to receiving the information regarding the evaluation process.

Thank you so much and stay well.

All my best,
Chari

Kindly,

Dr. Chari Robynne Chanley

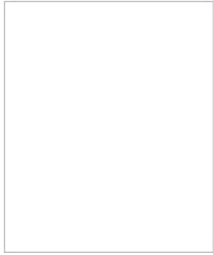
Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

SUCCESS IS ALWAYS A TEAM EFFORT!!



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

On Sep 11, 2024, at 3:08 PM, Mary Ann Friedman <mafriedman@njsba.org> wrote:

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Thank you Dr. Chanley. I'm looking forward to working with you all again!

Hoping to see you at Workshop this year! Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

“We serve to inspire, empower, and provide our members and partners with education, engagement, and exceptional support.”

p. 609.273.3637

e. mafriedman@njsba.org

w. www.njsba.org



AWARD WINNER
Most Transparent Organization

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

Sent: Wednesday, September 11, 2024 2:29 PM

To: Mary Ann Friedman <mafriedman@njsba.org>; Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>;

Patricia Rees <PREes@njsba.org>

Cc: Adam Layman <Adam.Layman@Monroe.K12.NJ.US>

Subject: RE: [External Email]RE: Monroe Strat Plan

Thank you, Ms. Rees for your collaboration and efforts – best wishes.

Welcome back Ms. Friedman, Monroe is happy to resume our relationship.

Stay well.

Kindly,

Dr. Chari Robynne Chanley

Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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From: Mary Ann Friedman <mafriedman@njsba.org>

Sent: Wednesday, September 11, 2024 2:22 PM

To: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>; Patricia Rees <PREes@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

You don't often get email from mafriedman@njsba.org. [Learn why this is important](#)

Warning: This email originated from outside of the Monroe School District. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Zach,

Thank you for your email. I am very excited to be back in Middlesex County and look forward to working with you and the board again.

Have a great evening. Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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p. 609.273.3637

e. mafriedman@njsba.org

w. www.njsba.org

[<image001.png>](#)

[<image002.png>](#)

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[<image004.png>](#)

[<image005.png>](#) [<image006.png>](#)

From: Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Sent: Wednesday, September 11, 2024 11:45 AM

To: Mary Ann Friedman <mafriedman@njsba.org>; Patricia Rees <PRees@njsba.org>; Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>

Subject: Monroe Strat Plan

Good morning Ms. Rees & greetings Ms. Friedman –

Thank you for reaching out and following up! Our school year has started off very well and we are excited about all the things we are rolling out this school year!

We are presenting our draft plan to our boards sub-Citizens Advisory Committee for feedback and some additional collaboration. As such, we will offer a digital draft at the end of next week. Does this work for you?

Thanks again for reaching out. We are sad to see you move on but are excited to resume working with Ms. Friedman.

Respectfully,

Zach Morolda

Zachary M. Morolda, MS.Ed

Director | Innovative & Community Programs, Equity & Careers Technology
Monroe Township School District

From: Mary Ann Friedman <mafriedman@njsba.org>

Date: Tuesday, September 10, 2024 at 9:25 AM

To: Patricia Rees <PRees@njsba.org>, Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>, Zachary Morolda <Zachary.Morolda@Monroe.K12.NJ.US>

Subject: [External Email]RE: Monroe Strat Plan

Warning: This email originated from outside of the Monroe School District. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you Patti for your kind words. I look forward to working with the boards in Middlesex again!

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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p. 609.273.3637

[<image005.png>](#) [<image006.png>](#)

e. mafriedman@njsba.org

w. www.njsba.org

<image001.png>

<image002.png>

<image003.png>

<image004.png>

From: Patricia Rees <PRees@njsba.org>

Sent: Tuesday, September 10, 2024 9:19 AM

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

Cc: Mary Ann Friedman <mafriedman@njsba.org>

Subject: Monroe Strat Plan

Good morning – I hope you had a good summer, and the opening of schools was exciting and uneventful. I'm looking to finish up the Monroe Strategic plan and write the final report. Are the action plans completed? If so, can you send me an electronic copy to include in the final plan. In addition, we like to include information from the State of the Schools. Once completed we will have a printed document to present to the board. Address. If you have an electronic copy to send that would be wonderful.

For your reference, NJSBA has made some changes to the areas covered by Field Service Reps. Moving forward Mary Ann Friedman (copied) will be covering Middlesex County. You may remember Mary Ann as she handled Middlesex County just before me. I will be working in Somerset, Hunterdon, and Warren counties.

I look forward to completing your strategic plan. I enjoyed working with you and the board and I know that Mary Ann is a fabulous resource to boards.

Patti

"We serve to inspire, empower and provide our members and partners with education, engagement and exceptional support."

Patricia Rees

Field Service Representative Serving Somerset, Hunterdon & Warren Counties

p. 609.218.2189

e. prees@njsba.org

w. www.njsba.org

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<image002.png>

<image003.png>

<image004.png>

<image005.png> <image006.png>



From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/03/2025 04:37:10 PM
To: Katie.Fabiano@monroe.k12.nj.us; Carmen.Alvarez@monroe.k12.nj.us
Cc: Reeshemah.Zielinski@Monroe.K12.NJ.US; aweiss@buschlawgroup.com; mafriedman@njsba.org
Subject: Superintendent - Evaluation and Attendance

Good Afternoon,

First and foremost, thank you for meeting with me on March 27, 2025, as we worked together for a productive meeting to ensure trust and mutual respect. That being said, I have successfully submitted my Goals and Superintendent's Standards Assessment with the accompanying evidence through NJSBA portal.

Additionally, as requested the following is my attendance for the current school year up until today, Thursday, April 3, 2025:

**5 Sick Days
4 AM Only Sick Days
5 Bereavement Days**

I am looking forward to an authentic and applicable review. Thank you for the opportunity to serve as the Superintendent of Monroe Township Schools.

**All my best,
Chari**

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/03/2025 04:37:29 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]Automatic reply: Superintendent - Evaluation and Attendance

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Thank you for your email. I am currently out of the office and will return on Friday afternoon, April 4, 2025, at which time I will reply to your email.

If you need immediate assistance during regular business hours, please contact Marie Marcantonio at mmarcantonio@njsba.org or at 609-278-5210.

Thank you for contacting New Jersey School Boards Association where our mission is the advancement of public education in New Jersey.

Stay well.

From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/03/2025 04:40:02 PM
To: Chari Chanley <chari.chanley@monroe.k12.nj.us>
Cc: Mary Ann Friedman <mafriedman@njsba.org>
Subject: [External Email]Your CSA Evaluation has been Completed

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Thank you for using NJSBA's online CSA Evaluation tool. Your evaluation submission has been received.

In 48 hours, your Board members automatically will be sent an email notification that they may begin their portion of the evaluation.

Until these notifications are issued, you have the ability to change any part of the submission you have sent us. Once the notifications are sent to your Board members, no further changes can be made in your evaluation.

Please contact me if you have any further questions.

Mary Ann Friedman
Field Service Representative
New Jersey School Boards Association
Phone: 609-273-3637
Email: mafriedman@njsba.org
www.njsba.org

From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/04/2025 01:19:13 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Superintendent - Evaluation and Attendance

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Thank you Dr. Chanley for keeping me posted.

Tomorrow (Saturday) all board members should receive the email notification that you have completed and submitted your CSA evaluation. I am cc'd on that and will start tracking and provide updates to Ms. Fabiano.

Enjoy the weekend!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
w. www.njsba.org



AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, April 3, 2025 4:37 PM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; aweiss@buschlawgroup.com; Mary Ann Friedman <mafriedman@njsba.org>
Subject: Superintendent - Evaluation and Attendance

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All my best,
Chari

Kindly,

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

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/04/2025 02:07:09 PM
To: mafriedman@njsba.org
Subject: RE: [External Email]RE: Superintendent - Evaluation and Attendance

Thank you very much.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Friday, April 4, 2025 1:19 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Superintendent - Evaluation and Attendance

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Thank you Dr. Chanley for keeping me posted.

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Enjoy the weekend!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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w. www.njsba.org



AWARD WINNER
Most Transparent Organization

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

Sent: Thursday, April 3, 2025 4:37 PM

To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>

Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; aweiss@buschlawgroup.com; Mary Ann Friedman <mafriedman@njsba.org>

Subject: Superintendent - Evaluation and Attendance

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Chari**

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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: 04/04/2025 02:38:40 PM
To: mafriedman@njsba.org
Subject: RE: [External Email]RE: Superintendent - Evaluation and Attendance

Good Afternoon,

May I inquire is there a requirement or a place to notate attendance on the evaluation.

Thank you.

Kindly,

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

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From: Chari Chanley
Sent: Friday, April 4, 2025 2:07 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: RE: [External Email]RE: Superintendent - Evaluation and Attendance

Thank you very much.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Friday, April 4, 2025 1:19 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Superintendent - Evaluation and Attendance

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Thank you Dr. Chanley for keeping me posted.

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Enjoy the weekend!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, April 3, 2025 4:37 PM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; aweiss@buschlawgroup.com; Mary Ann Friedman <mafriedman@njsba.org>
Subject: Superintendent - Evaluation and Attendance

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chari.chanley@monroe.k12.nj.us
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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/04/2025 03:12:24 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: Superintendent - Evaluation and Attendance

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Hi Dr. Chanley,

I've never seen that as an indicator for any of the standards nor is it listed as suggested evidence for any of the standards.

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
w. www.njsba.org
   



AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Friday, April 4, 2025 2:39 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: RE: [External Email]RE: Superintendent - Evaluation and Attendance

Good Afternoon,

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Thank you.

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

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From: Chari Chanley
Sent: Friday, April 4, 2025 2:07 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: RE: [External Email]RE: Superintendent - Evaluation and Attendance

Thank you very much.

Kindly,

Dr. Chari Robynne Chanley
Superintendent
Monroe Township Schools
chari.chanley@monroe.k12.nj.us
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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Friday, April 4, 2025 1:19 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Superintendent - Evaluation and Attendance

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Thank you Dr. Chanley for keeping me posted.

Tomorrow (Saturday) all board members should receive the email notification that you have completed and submitted your CSA evaluation. I am cc'd on that and will start tracking and provide updates to Ms. Fabiano.

Enjoy the weekend!

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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p. 609.273.3637
e. mafriedman@njsba.org
w. www.njsba.org
   



AWARD WINNER
Most Transparent Organization

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

Sent: Thursday, April 3, 2025 4:37 PM

To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>; Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>

Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; aweiss@buschlawgroup.com; Mary Ann Friedman <mafriedman@njsba.org>

Subject: Superintendent - Evaluation and Attendance

Good Afternoon,

First and foremost, thank you for meeting with me on March 27, 2025, as we worked together for a productive meeting to ensure trust and mutual respect. That being said, I have successfully submitted my Goals and Superintendent's Standards Assessment with the accompanying evidence through NJSBA portal.

Additionally, as requested the following is my attendance for the current school year up until today, Thursday, April 3, 2025:

**5 Sick Days
4 AM Only Sick Days
5 Bereavement Days**

I am looking forward to an authentic and applicable review. Thank you for the opportunity to serve as the Superintendent of Monroe Township Schools.

**All my best,
Chari**

Kindly,

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

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

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

SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/04/2025 03:13:26 PM
To: mafriedman@njsba.org
Subject: RE: [External Email]RE: [External Email]RE: Superintendent - Evaluation and Attendance

Thank you. Have a fabulous weekend.

Kindly,

Dr. Chari Robynne Chanley
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Sent: Friday, April 4, 2025 3:12 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: Superintendent - Evaluation and Attendance

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Hi Dr. Chanley,

I've never seen that as an indicator for any of the standards nor is it listed as suggested evidence for any of the standards.

Stay well.

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To: Mary Ann Friedman <mafriedman@njsba.org>
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From: Chari Chanley
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To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: RE: [External Email]RE: Superintendent - Evaluation and Attendance

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Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; aweiss@buschlawgroup.com; Mary Ann Friedman <mafriedman@njsba.org>
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Sent time: 04/04/2025 03:14:19 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: [External Email]RE: Superintendent - Evaluation and Attendance

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Enjoy the weekend as well!

Stay well.

Mary Ann

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/05/2025 04:40:36 PM
To: Chari Chanley <chari.chanley@monroe.k12.nj.us>
Cc: Mary Ann Friedman <mafriedman@njsba.org>
Subject: [External Email]Your Board Members Started the CSA Evaluation

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Dear Superintendent,

Your Board Members have received a notification. They are proceeding with the evaluation.

Please contact me directly if you have any questions.

Mary Ann Friedman
Field Service Representative
New Jersey School Boards Association
Phone: 609-273-3637
Email: mafriedman@njsba.org
www.njsba.org

From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/06/2025 01:13:06 PM
To: mafriedman@njsba.org
Subject: Re: [External Email]Your Board Members Started the CSA Evaluation

Thank you.

Kindly,

Dr. Chari Robynne Chanley

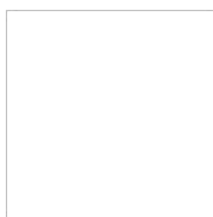
Superintendent

Monroe Township Schools

chari.chanley@monroe.k12.nj.us

732-521-1500

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On Apr 5, 2025, at 4:40 PM, Mary Ann Friedman <mafriedman@njsba.org> wrote:

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Dear Superintendent,

Your Board Members have received a notification. They are proceeding with the evaluation.

Please contact me directly if you have any questions.

Mary Ann Friedman
Field Service Representative
New Jersey School Boards Association
Phone: 609-273-3637

Email: mafriedman@njsba.org
www.njsba.org

From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/24/2025 12:09:43 PM
To: mafriedman@njsba.org
Subject: Procedure

Good Afternoon,

I hope you are well. Would you kindly outline for me the process of my evaluation. I know I submitted my part weeks ago and now it is in the board's hands. What happens from this point on...

Thank you.

Kindly,

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

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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/24/2025 12:38:56 PM
To: Katie.Fabiano@monroe.k12.nj.us
Cc: Carmen.Alvarez@monroe.k12.nj.us; Reeshemah.Zielinski@Monroe.K12.NJ.US; mafriedman@njsba.org; Laura.Allen@Monroe.K12.NJ.US
Subject: Conflict

Good Afternoon,

I hope you had an awesome holiday. Kindly note, Ms. Friedman (attached herein) reached out to me yesterday to discuss the matter of my listing Mr. Piro as conflicted.

Conf. personnel information & conf. advisory, consultative or deliberative material

– in my opinion.

All that being said, I am respectful of your authority and of course the ultimate decision is yours in your role as President. I have discussed this matter with my own council and have been directed that I may file ethics regarding the email that Mr. Piro wrote to the community member, Conf. advisory, consultative or deliberative material
At this time, I have made no decisions regarding moving forward with an ethics charge but I believed I owed you the respect to share the information that I received from my counsel, when I shared Mr. Piro's email.

Thank you for the opportunity to share my concern and opinion on this matter.

Enjoy the beautiful weather.

Kindly,

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Superintendent
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chari.chanley@monroe.k12.nj.us
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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/25/2025 09:27:52 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Procedure
Attachments: 2025 Next Steps in Evaluating the CSA - MAF.doc 2025 Superintendent Evaluation Process Calendar2.doc 2025 Annual Performance Report Template for PACKETS.docx

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good morning Dr. Chanley,

Thank you for your email.

I am attaching our Next Steps document and CSA evaluation process calendar so that you can see what the board's next steps will be. Currently, three board members have completed and three have started.

I send the BP an email on Fridays and Mondays with updates on the board's progress. Once a majority of the board has completed, and the BP asks for the eval to be compiled, I compile and can either email the BP with a password protected document, along with multiple other resources that the BP and non-conflicted board members can use to assist them in completing the process. The non-conflicted board members will need to meet in an Exec. Session, having Riced you, to discuss and identify the majority opinion of the board with the compiled document. This first Exec. Session may include the board attorney, but will not include the CSA and/or BA. The majority opinion is then typed into a summary document (see attached). That document should be shared with you approx. 48 hours prior to the next board meeting when the non-conflicted members of the board will meet with you in Exec. Session, having Riced you. The summary conference is the CSA's opportunity to address the non-conflicted members of the board, and for the non-conflicted members of the board to address the CSA. It is also the opportunity for those with a minority opinion to express that/those opinions.

Both the CSA and the BP sign and date two documents. One is given to the CSA and the other is given to the board attorney to hold for the board. All other copies of the document need to be shredded, and if electronic, deleted. We strongly recommend that the CSA keep a hard copy for themselves. NJSBA cannot maintain the evaluations as they are personnel records, hence, all CSA evaluations for that year are purged from our system on or about Dec. 31 annually.

I hope this is helpful. If you have any questions, please don't hesitate to contact me. Stay well.

Mary Ann

Mary Ann Friedman
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AWARD WINNER
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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, April 24, 2025 12:10 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: Procedure

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Sent time: 04/25/2025 09:37:09 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Conflict

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Good morning Dr. Chanley,

Conf. attorney-client information

Mr. Piro has been unchecked regarding the CSA evaluation and will be able to complete.

Stay well.

Mary Ann

Mary Ann Friedman
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Sent: Thursday, April 24, 2025 12:39 PM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; Mary Ann Friedman <mafriedman@njsba.org>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
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From: Chari.Chanley@Monroe.K12.NJ.US
Sent time: 04/25/2025 01:35:23 PM
To: mafriedman@njsba.org
Subject: RE: [External Email]RE: Conflict

Good Afternoon Ms. Friedman,

Understood – thank you for the notice.

Stay well.

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Friday, April 25, 2025 9:37 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Conflict

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To: mafriedman@njsba.org
Cc: Reeshemah.Zielinski@Monroe.K12.NJ.US
Subject: RE: [External Email]RE: Procedure

Good Afternoon,

Thank you for much for this wealth of information. I appreciate your detailed response.

Stay well and have a great weekend.

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

SUCCESS IS ALWAYS A TEAM EFFORT!!



From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Friday, April 25, 2025 9:28 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Procedure

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good morning Dr. Chanley,

Thank you for your email.

I am attaching our Next Steps document and CSA evaluation process calendar so that you can see what the board's next steps will be. Currently, three board members have completed and three have started.

I send the BP an email on Fridays and Mondays with updates on the board's progress. Once a majority of the board has completed, and the BP asks for the eval to be compiled, I compile and can either email the BP with a password protected document, along with multiple other resources that the BP and non-conflicted board members can use to assist them in completing the process. The non-conflicted board members will need to meet in an Exec. Session, having Riced you, to discuss and identify the majority opinion of the board with the compiled document. This first Exec. Session may include the board attorney, but will not include the CSA and/or BA. The majority opinion is then typed into a summary document (see attached). That document should be shared with you approx. 48 hours prior to the next board meeting when the non-conflicted members of the board will meet with you in Exec. Session, having Riced you. The summary conference is the CSA's opportunity to address the non-conflicted members of the board, and for the non-conflicted members of the board to address the CSA. It is also the opportunity for those with a minority opinion to express that/those opinions.

Both the CSA and the BP sign and date two documents. One is given to the CSA and the other is given to the board attorney to hold for the board. All other copies of the document need to be shredded, and if electronic, deleted. We strongly recommend that the CSA keep a hard copy for themselves. NJSBA cannot maintain the evaluations as they are personnel records, hence, all CSA evaluations for that year are purged from our system on or about Dec. 31 annually.

I hope this is helpful. If you have any questions, please don't hesitate to contact me. Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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e. mafriedman@njsba.org
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AWARD WINNER
Most Transparent Organization

From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, April 24, 2025 12:10 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: Procedure

Good Afternoon,

I hope you are well. Would you kindly outline for me the process of my evaluation. I know I submitted my part weeks ago and now it is in the board's hands. What happens from this point on...

Thank you.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/25/2025 02:09:28 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: Conflict

Warning: This email originated from outside the Monroe School District. Do not click links or open attachments unless you recognize the sender and trust the content.

Good afternoon,

You're most welcome. Enjoy the weekend.

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
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AWARD WINNER
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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Friday, April 25, 2025 1:35 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Subject: RE: [External Email]RE: Conflict

Good Afternoon Ms. Friedman,

Understood – thank you for the notice.

Stay well.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent: Friday, April 25, 2025 9:37 AM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: Conflict

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Good morning Dr. Chanley,

Conf. attorney-client information

Mr. Piro has been unchecked regarding the CSA evaluation and will be able to complete.

Stay well.

Mary Ann

Mary Ann Friedman
Senior Field Service Representative
Serving Mercer & Middlesex Counties

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AWARD WINNER
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From: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Sent: Thursday, April 24, 2025 12:39 PM
To: Katie Fabiano <Katie.Fabiano@monroe.k12.nj.us>
Cc: Carmen Alvarez <Carmen.Alvarez@monroe.k12.nj.us>; Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>; Mary Ann Friedman <mafriedman@njsba.org>; Laura Allen <Laura.Allen@Monroe.K12.NJ.US>
Subject: Conflict

Good Afternoon,

I hope you had an awesome holiday. Kindly note, Ms. Friedman (attached herein) reached out to me yesterday to discuss the matter of my listing Mr. Piro as conflicted.
Conf. personnel information & conf. advisory, consultative or deliberative material

– in my opinion.

All that being said, I am respectful of your authority and of course the ultimate decision is yours in your role as President. I have discussed this matter with my own council and have been directed that I may file ethics regarding the email that Mr. Piro wrote to the community member, Conf. advisory, consultative or deliberative material. At this time, I have made no decisions regarding moving forward with an ethics charge but I believed I owed you the respect to share the information that I

received from my counsel, when I shared Mr. Piro's email.

Thank you for the opportunity to share my concern and opinion on this matter.

Enjoy the beautiful weather.

Kindly,

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

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From: Mary Ann Friedman <mafriedman@njsba.org>
Sent time: 04/25/2025 02:09:52 PM
To: Chari Chanley <Chari.Chanley@Monroe.K12.NJ.US>
Subject: [External Email]RE: [External Email]RE: Procedure

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Good afternoon,

You are very welcome. I'm happy it was helpful. Enjoy the weekend!

Stay well.

Mary Ann

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Sent: Friday, April 25, 2025 1:39 PM
To: Mary Ann Friedman <mafriedman@njsba.org>
Cc: Reeshemah Zielinski <Reeshemah.Zielinski@Monroe.K12.NJ.US>
Subject: RE: [External Email]RE: Procedure

Good Afternoon,

Thank you for much for this wealth of information. I appreciate your detailed response.

Stay well and have a great weekend.

Kindly,

Dr. Chari Robynne Chanley
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Monroe Township Schools
chari.chanley@monroe.k12.nj.us
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