

From: Brian Fabiano <brian.fabiano@verizon.net>
Sent time: 03/07/2022 10:07:38 AM
To: Chrissy Skurbe <chrissy.skurbe@monroe.k12.nj.us>; Adi Nikitinsky <adi.nikitinsky@monroe.k12.nj.us>; Michele Arminio <michele.arminio@monroe.k12.nj.us>; Ken Chiarella <ken.chiarella@monroe.k12.nj.us>; Kate Rattner <kate.rattner@monroe.k12.nj.us>; Kathleen Belko <kathleen.belko@monroe.k12.nj.us>; Karen Bierman <karen.bierman@monroe.k12.nj.us>; Gazala Bohra <gazala.bohra@monroe.k12.nj.us>; Paul Rutsky <paul.rutsky@monroe.k12.nj.us>; Katie Fabiano <katie.fabiano@monroe.k12.nj.us>
Cc: Chari Chanley <chari.chanley@monroe.k12.nj.us>; Vito A. Gagliardi <vagagliardi@pbnlaw.com>; Michael Gorski <michael.gorski@monroe.k12.nj.us>; Adam Layman <adam.layman@monroe.k12.nj.us>
Subject: [External Email]Board Ethics Questions

CAUTION: This email originated from outside of the school district. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Monroe Township IT Department

Good morning,

I have the following questions regarding ethics on the part of board members.

According to State Ethics Law surrounding board member conduct, is it permissible for Board members to engage in the following conduct:

1. Publicly undermining another sitting board member?
2. Promoting and/or denouncing a Political campaign and/or BOE election campaigns?
3. Contributing financially to communications, literature, promotions, or advertisements that undermine sitting board members?
4. Publicly promoting and/or endorsing board views on the hiring of specific superintendent candidates?
5. Engaging and/or supporting organizations in the public that have a connection to the same school district that the board member represents?

I look forward to your responses.

Regards,
Brian

From: Brian Fabiano <brian.fabiano@verizon.net>
Sent time: 03/07/2022 07:40:41 PM
To: Chrissy Skurbe <chrissy.skurbe@monroe.k12.nj.us>
Cc: Vito A. Gagliardi <vagagliardi@pbnlaw.com>
Subject: [External Email]Resignation Demand

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Monroe Township IT Department

Ms. Skurbe,

I am writing today to demand your resignation from the role of Board President and your role on the Monroe Board of Education.

Foolishly, I have sat back and watched your unethical actions manifest itself for quite some time now. I believe that your actions both publicly and privately, demonstrate your disregard for the district's well-being and subjects the district to substantial legal risk . I cannot in good conscience sit quietly, as you carry on with your unethical behaviors and public deceit, at the expense of our education system. As Board President, you are **NOT ABOVE** the law or ethics codes and I don't think you understand that.

Stated clearly, your actions and intent (which I have clearly documented) to undermine our Administration, in conjunction with our Acting-Superintendent, breaks nearly every code of Ethics that you were sworn to uphold, when you assumed office. Further, your willingness to subject the district to potential lawsuits, as a result of your actions and personal vendetta's is **ILLEGAL!**

Notwithstanding your actions and intent to undermine the administration, I believe that you have gone further to leak confidential information to the public in a manor which defines a quid pro quo. On occasion, you have weaponized confidential information for your own gain. Furthermore, you are using your board position and inside information to grandstand and that is unfathomable.

Lastly, as Board President, you have evaded my questions specifically about the conflicts of interest that the board currently has. While you will not state them, I and many in the public are aware of them. Your purposeful deception is unethical and again puts this district in further legal jeopardy.

Earlier today, I had a chance to speak with the NJ DOE Commissioners office, as well as the states School Ethics commission and I plan to pursue all proper channels to ensure our school system doesn't continue down the current path, which is clearly at the expense of our children and the community at large.

I thank you for your time today and I hope for a better day for all children in Monroe.

Regards, Brian Fabiano

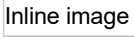
Inline image

From: Brian Fabiano <brian.fabiano@verizon.net>
Sent time: 03/08/2022 11:47:39 AM
To: Chrissy Skurbe <chrissy.skurbe@monroe.k12.nj.us>
Cc: Vito A. Gagliardi <vagagliardi@pbnlaw.com>
Subject: [External Email]Re: Resignation Demand

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Monroe Township IT Department

I see that one of my attachments didn't go through...reattaching..

Regards, 

On Monday, March 7, 2022, 07:40:41 PM EST, Brian Fabiano <brian.fabiano@verizon.net> wrote:

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Regards, Brian Fabiano

Inline image

From: Brian Fabiano <brian.fabiano@verizon.net>
Sent time: 03/09/2022 06:43:30 AM
To: Chrissy Skurbe <chrissy.skurbe@monroe.k12.nj.us>; Adi Nikitinsky <adi.nikitinsky@monroe.k12.nj.us>; Michele Arminio <michele.arminio@monroe.k12.nj.us>; Ken Chiarella <ken.chiarella@monroe.k12.nj.us>; Kate Rattner <kate.rattner@monroe.k12.nj.us>; Kathleen Belko <kathleen.belko@monroe.k12.nj.us>; Karen Bierman <karen.bierman@monroe.k12.nj.us>; Gazala Bohra <gazala.bohra@monroe.k12.nj.us>; Paul Rutsky <paul.rutsky@monroe.k12.nj.us>; Katie Fabiano <katie.fabiano@monroe.k12.nj.us>
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Subject: [External Email]Re: Board Ethics Questions

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Monroe Township IT Department

Good morning,

I have yet to receive a response on these questions. As elected officials who represent tax payers in this township, I believe it is your duty to answer these questions or provide an avenue where these answers can be answered.

Please let me know when I should expect a response or if it's easier, I will ask these questions at the monthly meeting next week.

Regards,
Brian Fabiano

On Monday, March 7, 2022, 10:07 AM, Brian Fabiano <brian.fabiano@verizon.net> wrote:

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Brian

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Sent time: 03/09/2022 07:08:35 AM
To: Chrissy Skurbe <chrissy.skurbe@monroe.k12.nj.us>; Adi Nikitinsky <adi.nikitinsky@monroe.k12.nj.us>; Michele Arminio <michele.arminio@monroe.k12.nj.us>; Ken Chiarella <ken.chiarella@monroe.k12.nj.us>; Kate Rattner <kate.rattner@monroe.k12.nj.us>; Kathleen Belko <kathleen.belko@monroe.k12.nj.us>; Karen Bierman <karen.bierman@monroe.k12.nj.us>; Gazala Bohra <gazala.bohra@monroe.k12.nj.us>; Paul Rutsky <paul.rutsky@monroe.k12.nj.us>; Katie Fabiano <katie.fabiano@monroe.k12.nj.us>
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18A:12-24.1 Code of Ethics for School Board Members.

A school board member shall abide by the following Code of Ethics for School Board Members:

- a. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.
- b. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
- c. I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
- d. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
- e. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.
- f. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
- g. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.
- h. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- i. I will support and protect school personnel in proper performance of their duties.
- j. I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

L.2001,c.178,s.5.

[Sent from Yahoo Mail for iPhone](#)

On Wednesday, March 9, 2022, 6:43 AM, Brian Fabiano <brian.fabiano@verizon.net> wrote:

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