

Ron Conti

From: Jennifer Fano
Sent: Friday, November 22, 2024 2:40 PM
To: Allison Manfred; Amanda Adams; Ronald Conti; Marc H. Zitomer

Subject: Re: Sheldon's Comments From 11/21 Meeting

Allison,

I also disagree and think it is awful that a member of this Board would discuss matter form executive session during a public meeting.

Jenn

From: Allison Manfred <amanfred@rtnj.org>
Date: Friday, November 22, 2024 at 1:34 PM
To: Amanda Adams <aadams@rtnj.org>, Jennifer Fano <jfano@rtnj.org>, Ronald Conti <rconti@rtnj.org>, Marc H. Zitomer <MHZ@spsk.com>
Subject: Re: Sheldon's Comments From 11/21 Meeting

It is disappointing that he chose to make his comments publicly as he should know there are members of the audience that are thrilled for any information from our closed sessions.

Commented [ES1]: ADMISSION OF INTENT TO CONCEAL INFORMATION FROM THE PUBLIC: Manfred statement

I also disagree with his statement that "leadership" didn't "convey control of the room or agenda nor showed effective leadership."

Allison

Allison Manfred
Co-Vice President, Randolph Board of Education

From: Amanda Adams <aadams@rtnj.org>
Sent: Friday, November 22, 2024 11:07 AM
To: Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>; Allison Manfred <amanfred@rtnj.org>
Subject: Re: Sheldon's Comments From 11/21 Meeting

I agree with all of that too. I believe that not only did he reprimand (bully) the chair of the policy committee, he also reprimanded (bullied) the BOE leadership publicly for something that happened in a confidential space.

Commented [ES2]: ACCUSATION OF BULLYING FOR ASKING QUESTIONS: Adams accuses Epstein of bullying for pressing issues that he believed needed to be addressed

Exhibit A

I was also thinking that he's now only going to ask questions in public because he thinks the committee chairs (me in particular) are withholding information from him.

I'm thinking that we ignore him as much as we can and offer him minimal responses to his questions in public, as what happened last night.

My plan is to suffocate him with my silence.

Commented [ES3]: EVIDENCE OF ISOLATING ONE BOARD MEMBER AND CONCEALING INFORMATION: Adams states that the Board purposely ignored Epstein's questions the evening prior and that her plan is to "suffocate him with my silence."

Be well,

Amanda Adams
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Friday, November 22, 2024 9:49:39 AM
To: Ronald Conti <rconti@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Subject: Re: Sheldon's Comments From 11/21 Meeting

I completely agree.

From: Ronald Conti <rconti@rtnj.org>
Sent: Friday, November 22, 2024 9:40:03 AM
To: Jennifer Fano <jfano@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Subject: Re: Sheldon's Comments From 11/21 Meeting

And by bringing up closed session discussion in public undermines that we can speak candidly and honesty in closed.

I feel like sheldon is wants his own boe--where his concerns are the ones that are discussed in closed and in committees, and the administration does whatever sheldon thinks.

Thank you,

Ron Conti
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Friday, November 22, 2024 9:35:25 AM
To: Marc H. Zitomer <MHZ@spsk.com>; Ronald Conti <rconti@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Subject: Re: Sheldon's Comments From 11/21 Meeting

I don't disagree, Marc. But I do believe his continued violation of Policy 0164.4 should officially be addressed.

Jenn

From: Marc H. Zitomer <MHZ@spsk.com>
Sent: Friday, November 22, 2024 9:29:13 AM
To: Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Subject: RE: Sheldon's Comments From 11/21 Meeting

Commented [ES4]: WAIVER OF ATTORNEY CLIENT PRIVILEGE: By providing this email in which the Board attorney was providing counsel, Conti waived the attorney client privilege on behalf of the Board committing private action and making confidential information public

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

I would probably not go through the effort at all. He will simply turn it back on you and blame you for not taking a stronger position in closed session. I think any discussion with him would be futile. Happy to get on a call to discuss further.



Marc H. Zitomer
Partner
Schenck, Price, Smith & King, LLP
220 Park Avenue | PO Box 991 | Florham Park, NJ 07932
T: 973-540-7329 F: 973-540-7300
[Email](#) | [Bio](#) | [V-card](#) | [Website](#)

Confidentiality Notice: This message contains information intended for the use of the addressee only, which may be privileged and confidential. If you are not an addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please contact the sender immediately.

From: Jennifer Fano <jfano@rtnj.org>
Sent: Friday, November 22, 2024 9:06 AM
To: Ronald Conti <rconti@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Subject: Re: Sheldon's Comments From 11/21 Meeting

I would recommend something private, even if he doesn't listen or nothing at all. Sorry, I can't be more definitive, but he doesn't deserve attention, however he cannot continue to violate policy in public by asking questions at a public meeting when he had the question(s) well in advance or talk about feeling bullied in executive session when just minutes before he bullied a committee for spending time on a policy he felt didn't need attention.

Commented [ES6]: ADMISSION OF INTENT TO BLOCK BOARD MEMBER FROM INFORMATION/INSUBORDINATION: Epstein is one of the Superintendent's 9 "bosses", any effort to keep information from any of her bosses is the definition of insubordination

Jenn

From: Ronald Conti <rconti@rtnj.org>

Exhibit A

Sent: Friday, November 22, 2024 8:53:56 AM
To: Marc H. Zitomer <MHZ@spsk.com>; Jennifer Fano <jfano@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Subject: Sheldon's Comments From 11/21 Meeting

Sheldon's comments last night concerning policy committee, closed session and board leadership are undermining and frustrating.

I keep going back and forth on what (if anything) I should do.

1. Do nothing--it's Sheldon, who's getting a reputation for being outside of the rest of the board on minutiae that most don't understand or are irrelevant. Therefore, his comments have little if any impact. Saying something will start a back and forth that doesn't help the board.
2. Make a public statement. Pros: it rebukes what he said. Cons: it starts a back and forth.
3. Say something (via email?) privately. Pros: it's more professional, and I get to express why what he said was wrong. Cons: he won't really listen to what was said.

Thoughts?

Thank you,

Ron Conti
Randolph Board of Education

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this

Commented [ES7]: CONSPIRING TO BLOCK A BOARD MEMBER FROM INFORMATION: Conti admission that he was developing a plan to limit Epstein

Exhibit B

Ron Conti

Commented [ES8]: MAKING PERSONNEL INFORMATION PUBLIC: By including this email, Conti made public an employee complaint

From: Jennifer Fano
Sent: Sunday, September 22, 2024 4:50 PM
To: Ronald Conti; Allison Manfred; Amanda Adams
Subject: Re: Complaints regarding CSAs
Ron,

I see that Mr. Epstein would like to know how to file a complaint against me in my role as superintendent and I am appalled.

Mr. Epstein's consistent unethical behavior, and inability to serve as one member of a Board of Education has been an ongoing issue since his re-appointment. Based upon the comments and questions from his fellow Board members on Thursday night during your executive session, it is evident Mr. Epstein is acting as a rogue Board member with a vengeance against at least one fellow member, me and, any district administrator who does not allow him to get his way. He has constantly tried to do the job of the administration. He does not adhere to Board Policy or the code of ethics. In fact, his unethical behavior was even referenced in the summary from the most recent investigation report that was filed by the previous BA, Stehen Forst and investigated by a third party for the Board. I can attest to the fact that Mr. Frost was repeatedly the target of Mr. Epstein's abuse. Although the reported allegations were unfounded specifically because the abuse was not motivated by that fact that the former BA was allegedly a member of the LGBTQ+ community, Mr. Frost was consistently targeted by Mr. Epstein. Mr. Frost was likely run out of our district, and it appears I am also the target of Mr. Epstein's.

Commented [ES9]: VIOLATION OF CONFIDENTIALITY: By making this email public, Conti made a confidential internal investigation public

I feel threatened by Mr. Epstein and request the Board provide me with the ways they plan to protect me from him and his ongoing attacks. I also request the Board retain and review all evidence that relate to Mr. Epstein's policy violations during Board meetings and overall unethical actions since his return to the Board.

Commented [ES10]: VIOLATION OF CONFIDENTIALITY: By making this email an exhibit, Conti waived confidentiality on a personnel complaint.

Given his history, I am also fearful Mr. Epstein might try to intimidate or manipulate the new business administrator. His history of intimidating administrators to allow him the opportunity to do the work of the administration, and his likely attempt to force me out of my position as superintendent have become a grave concern.

Furthermore, this is an absurd statement by Fano, with no basis in reality. A Board member is allowed to question the superintendent and there is policy about filing a complaint against her. The Board should question whether she has the mental capacity to continue in this job given the numerous complaints about her own retaliative behavior and the recent judgement in Silverschotz.

Jenn

From: Ronald Conti <rconti@rtnj.org>
Sent: Saturday, September 21, 2024 6:11 PM
To: Jennifer Fano <jfano@rtnj.org>; Allison Manfred <amanfred@rtnj.org>; Amanda Adams <aadams@rtnj.org>
Subject: Fw: Complaints regarding CSAs

Exhibit B

FYI...no action to take, just keeping you in the loop

Thank You,

Ron Conti
Randolph Board of Education

From: Ronald Conti <rconti@rtnj.org>
Sent: Saturday, September 21, 2024 6:10 PM
To: Sheldon Epstein <sepstein@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>
Subject: Re: Complaints regarding CSAs

Commented [ES11]: WAIVER OF ATTORNEY CLIENT PRIVILEGED/DISCLOSING OF CONFIDENTIAL INFORMATION: By providing this email, Conti waived attorney client privilege on behalf of the Board and violated section (g) of the School Ethics Act

Hi Sheldon,

Regarding Thursday's closed session (and your texts), yes, I was sitting next to Amanda, but I don't recall the exact words she used. She expressed her frustration and left the room for a bit.

Reflecting on the conversation, I feel that everybody (repeatedly) said that they would try to get you the documents and explained what actions you could take (vote no or abstain) if you felt you didn't have the proper information to inform your decision. Your position seemed to be that is not a valid response, and restated that you asked for the documents in April.

I'm sorry you feel that they Jenn and Amanda were unprofessional, however I didn't find any policy violations concerning their behavior. We've met several times (with Jenn, at Marc's office, via zoom, etc), I don't think meeting again would change anything that happened at the meeting. As to your question about filing a complaint against Jenn, what specifically is the complaint?

Lastly, policy 164.4 #5 states "Board members shall seek answers to their questions prior to the Board meeting"; if you have questions regarding motions, please ask them by the Tuesday before the board meeting.

Commented [ES12]: USING POLICY INCORRECTLY AS A SWORD: Policy states "As a matter of courtesy, Board members shall seek answers to their questions prior to the Board meeting."

Thank You,

Ron Conti
Randolph Board of Education

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Saturday, September 21, 2024 12:14 PM
To: Ronald Conti <rconti@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>
Subject: Complaints regarding CSAs

Hi Ron and Marc,

Exhibit B

Given there is P&R directing board members to direct complaints to our CSA... how would a board member report a complaint that directly involves the CSA?

This is also a formal request to discuss the events during last Thursday's executive session that occurred during the discussion regarding OPMA.

Please advise - Sheldon

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Ron Conti

From: Sheldon Epstein
Sent: Tuesday, September 17, 2024 4:11 PM
To: Jennifer Fano; Ronald Conti
Cc: Kyle Bleeker; Amanda Adams; Michael Giordano
Subject: Re: Tax Increase Referendum Website Language

Hi Ron and Jenn,

I'm expanding my closing comment below to include TAPinto Randolph communications, and others that contain like or similar content.

I was not involved in development of the comments and have questions related to some of the topics they cover. Based on that, I cannot support them at this time.

Please advise who I should send the new questions to. The first topic is comments related to property values.

Sheldon

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Sunday, September 15, 2024 11:15 PM
To: Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Cc: Kyle Bleeker <kbleeker@rtnj.org>
Subject: Tax Increase Referendum Website Language

Ron and Jenn,

To the best of my knowledge, the board and district have only shared tax changes with the public based on the tax (calendar) year.

When I reviewed the website, after I received the mailer, I saw two comments saying that the owner of an average assessed home would see an increase of approximately \$112 per year on average for four years, before taxes drop back to the current rate (see attached screenshot). The board was informed that statement is based on a school year, not a tax year. I was told the basis for the information was Phoenix Advisors 09-Jul-2024 analysis.

A Randolph resident could interpret that statement as being based on a tax year, not school year. The basis for that interpretation would be that the board & administration use that same language during the budget cycle to describe calendar year tax changes. In my opinion, the fiscal school year is discussed with the public as the basis for district expenses like the 2% cap. That data is then used to calculate the calendar tax year increase shared with the public. This was done during years both with and without referendum impacts.

Based on a tax year, the increase duration is five years, not four. The increase spans calendar (tax) years 2025-2029. The amounts (by year) are approximately \$57, \$112, \$112, \$110, \$51 (based on Phoenix Advisors 09-July-2024 data). The five year average is ~\$88.

The five year duration was confirmed by bond counsel (during the call Tony had with several of us), and Kyle (in email). Kyle also wrote:

"However, in speaking with the advisors, when school districts publicly speak about the impact of a bond referendum, they have found it better received and understood by members of the public when the analysis and potential impact are presented in terms of the fiscal year. One of the primary reasons for presenting it this way is so there is consistency when aligning it to other financial documents the board produces such as the budget and the audit which are both on a fiscal basis."

Kyle is new in district, so may not be aware of how tax information has been shared with the Randolph community. The same may be true of the financial advisor and bond counsel.

I am concerned that if this language isn't addressed in some way that questions about the 2025 tax year increase associated with a voter passed referendum may come up during the next budget cycle.

What do you think about adding a footnote at the bottom of the web page briefly stating this is school year, not tax year data? Do you have other perspectives, ideas, etc?

I want to let you both know that I do not support the current language on the website.

Please let me know your thoughts,
Sheldon

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message

Exhibit D

Ron Conti
From: Dr. Jaime Walker
Sent: Thursday, November 21, 2024 8:01 PM
To: Jennifer Fano
Cc: Ronald Conti; Amanda Adams; Allison Manfred; Marc H. Zitomer; Kyle Bleeker
Subject: Re: Policy Ommittee

Thanks, Jenn. I appreciate your email. Honestly, the comment didn't even phase me. 답 답답

Jaime Walker, Ed.D.
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, November 21, 2024 7:47 PM
To: Dr. Jaime Walker <jwalker@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>; Marc H. Zitomer <MHZ@spsk.com>; Kyle Bleeker <kbleeker@rtnj.org>
Subject: Policy Ommittee

Jaime,

I felt awful that the committee was negatively criticized in public by one Board member this evening for choosing to review and discuss a policy. I personally felt bullied when that was stated and hope you know your leadership of the committee and the work of the committee is appreciated by me.

Jenn

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Commented [ES13]: SUPERINTEDEDNT FAVORING ONE BOARD MEMBER OVER ANOTHER: Supporting one board member over another and bad-mouthing a Board member again

Commented [ES14]: SUPERINTEDEDNT SETTING DISTRICT UP FOR HOSTILE WORKPLACE LITIGATION: Once again stating she felt bullied by Epstein - clearly setting up a potential hostile workplace claim

Ron Conti

From: Jennifer Fano
Sent: Wednesday, December 11, 2024 10:41 AM
To: Kyle Bleeker; Amanda Adams
Cc: Ronald Conti
Subject: Re: Audit report discussion
Thank you, Kyle.

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Wednesday, December 11, 2024 10:03:34 AM
To: Amanda Adams <aadams@rtnj.org>
Cc: Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Audit report discussion

Amanda,

Regarding this matter, please know that I am open to meeting with any BOE member to discuss the audit so long as it is a scheduled appointment, that a start and end time is established and adhered to, and if the BOE member has any prepared or specific questions, they are supplied in advance so I can have responses ready and the meeting can be as productive as possible.

Thank you.

Kyle J. Bleeker
School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Amanda Adams <aadams@rtnj.org>
Sent: Wednesday, December 11, 2024 5:07 AM
To: Sheldon Epstein <sepstein@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>
Cc: Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Audit report discussion

Sheldon ,

Exhibit E

As the audit report came out before last month's meeting, the board has already voted to accept it. Can you please share your thoughts, questions or concerns here? Kyle is extremely busy resolving the auditor's corrective action plan and building out next year's budget.

Commented [ES15]: LYING BY BOARD TO PUBLIC: MISREPRESENTATION BY THE BOARD TO THE PUBLIC: Informed public that the annual audit was "clean" when clearly it was not.

1

Be well,

Amanda Adams
Randolph Board of Education

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Tuesday, December 10, 2024 10:46:28 PM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>
Cc: Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Audit report discussion

Hi Kyle and Amanda,

I'd like to meet with both of you to discuss the audit report. Please let me know some dates and times you're available.

Aligning on timing now, but for a date in January after the holidays, would be great.

All the best,
Sheldon

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be

Ron Conti

From: Kyle Bleeker
Sent: Thursday, December 12, 2024 12:08 PM
To: Jennifer Fano; Amanda Adams; Ronald Conti
Subject: Re: Support documents for FFT motions

Good Afternoon,

4:00 works for me.

Kyle J. Bleeker
Randolph Township Public Schools

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, December 12, 2024 11:08:31 AM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Sure. Does anyone else want to join?

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, December 12, 2024 11:04:40 AM
To: Jennifer Fano <jfano@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Would 4:00 work better?

Be well,

Amanda Adams
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, December 12, 2024 11:03:34 AM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Ok, can you do 1:15 or 2:00? I have an observation at 1:30.

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, December 12, 2024 11:02:37 AM
To: Jennifer Fano <jfano@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Ok thanks. Right now, it looks like 1:30 will work.

Be well,

Amanda Adams
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, December 12, 2024 10:56:31 AM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Of course, but I was simply advocating for saying only what is necessary in public to not encourage unhealthy dialogue in front of members of the public that do not have access to background or the info a Board member can access.

Commented [ES16]: SUPERINTENDENT ADVOCATING TO HIDE INFORMATION FROM PUBLIC: Superintendent "advocating" to only say what is necessary for the public to know

Let me know a time to call if you would still like to connect.

Jenn

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, December 12, 2024 10:50:15 AM
To: Jennifer Fano <jfano@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Jenn,

Can we jump on a call around 1:30 or 4:00 so I'm clear on what you're trying to tell me?

Be well,

Amanda Adams
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, December 12, 2024 10:23:07 AM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Amanda,

I find it interesting that one of the requested items was previously provided. I think it is also important to note that unless the committee directs the administration to do something, our process would not change, so there really isn't even a need to respond in public. I believe that is the "game" and the information can be provided via email as it would only typically be available to Board members.

Jenn

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, December 12, 2024 10:00 AM
To: Kyle Bleeker <kbleeker@rtnj.org>; Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

You're the best, Kyle. Thank you. Since my last email, I have not heard anything further. If it comes up at the meeting tonight, can I please say this? And if there is further discussion, I will ask for a motion and I can almost guarantee that the board will not vote for more documentation.

Commented [ES17]: EVIDENCE THAT BOARD LEADERSHIP IS MANIPULATING THE BOARD: Adams has clearly manipulated the Board to vote how she wants them to

Be well,

Amanda Adams
Randolph Board of Education

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Thursday, December 12, 2024 9:34:57 AM
To: Amanda Adams <aadams@rtnj.org>; Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Good morning,

Within the email thread there was mention of motions 13.6 through 13.8. After speaking with staff that assist with preparing the agenda, historically, for items such as 13.6 (Home Instruction) and 13.8 (Charter Bus Contracts), we have not provided supporting documentation for the Board or the public. The motions themselves are rather detailed indicating the purpose and cost of the expense without comprising the identify of a student if applicable. If the FFT committee prefers anything more detailed, we can have that discussion at our next FFT meeting.

As for agenda item 13.7, supporting documentation was provided. If there is a question regarding it, I am happy to review it and reply.

Thank you.

Kyle J. Bleeker
School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Amanda Adams <aadams@rtnj.org>
Sent: Wednesday, December 11, 2024 8:03 PM
To: Jennifer Fano <jfano@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

I wonder if he's requesting supporting documents for all the motions or just FFT. Because if it's just FFT I might categorize that request as harrasment.

Commented [ES18]: ACCUSATION OF BULLYING AND HARASSMENT: Asking questions and access to documents is not harassment, but the job of a Board member

Be well,

Amanda Adams
Randolph Board of Education

From: Jennifer Fano <jfano@rtnj.org>
Sent: Wednesday, December 11, 2024 7:21:39 PM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Thank you. This would be a poor use of time for any employee and I appreciate that the committee and hopefully a majority of the Board agrees.

Jenn

From: Amanda Adams <aadams@rtnj.org>
Sent: Wednesday, December 11, 2024 6:15:51 PM
To: Jennifer Fano <jfano@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Fw: Support documents for FFT motions

FYI

Be well,

Amanda Adams
Randolph Board of Education

From: Amanda Adams <aadams@rtnj.org>
Sent: Wednesday, December 11, 2024 3:43:09 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Sheldon,

I am not going to ask Kyle to present documentation for every FFT motion to all board members. No one asks me for supporting documentation for motions, except you, occasionally. I am not going to burden Kyle with that level of work when his explanations of the motions are sufficient for the FFT committee. And the FFT committee recommendations are sufficient for the rest of the board, except for you.

If you think the board should get supporting documentation for all motions on the board agenda every month, make a motion at the meeting tomorrow so the board can vote on it.

Be well,

Amanda Adams
Randolph Board of Education

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Wednesday, December 11, 2024 10:11:42 AM
To: Amanda Adams <aadams@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Amanda,

Thank you for your question. Support docs for 13.6 thru 13.8.

Will you be answering my questions below? It would eliminate the need for this type of recurring question. That was one of the benefits I mentioned.

Best Regards,
Sheldon

From: Amanda Adams <aadams@rtnj.org>
Sent: Wednesday, December 11, 2024 4:57 AM
To: Sheldon Epstein <sepstein@rtnj.org>

Cc: Ronald Conti <rconti@rtnj.org>
Subject: Re: Support documents for FFT motions

Sheldon,

If there is a document you would like to see to help inform your vote, please request it. 0

Is there a motion on the agenda for which you would like fo see supporting documentation?

Be well,

Amanda Adams
Randolph Board of Education

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Tuesday, December 10, 2024 10:40:52 PM
To: Amanda Adams <aadams@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org>
Subject: Support documents for FFT motions

Hi Amanda,

A while back I mentioned that support documents (contracts and similar, not everything) for FFT motions were part of board meeting pre-reads. This is similar to all policy and some personnel motions.

I asked that the practice be started again, so there would be a more efficient process leading to improved community transparency, reduced board member questions, fewer OPRA requests, and for consistency with the other motions mentioned above.

What happened with the request?

Thank you, and please advise,
Sheldon

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Ron Conti

From: Jennifer Fano
Sent: Friday, December 13, 2024 10:43 PM
To: Marc H. Zitomer
Cc: Ronald Conti; Amanda Adams; Allison Manfred; Kyle Bleeker
Subject: Fw: Response to BOE meeting 12/12 - Supporting Documentation
Marc,

First please see the email below and advise.

In addition, it is evident that one Board member had not prepared or reviewed the information provided ahead of last evening's public meeting. In fact, the comments made at the public meeting may have led others to believe that information was not ever available or that questions were unaddressed, and this is absolutely not the case. Information was available to the full Board at least six days prior to this meeting.

There was an email sent to the Education chair by this individual approximately two days before the Board meeting, which was immediately answered and one sent to the FFT chair by the same individual the afternoon of the Board meeting that was responded to in detail, again immediately, and hours before the meeting.

The email the Board received today from a member of the public and the contextual information below highlights how one Board member continues to not only not fail to perform their responsibilities, but they have now misrepresented the tremendous amount of work that goes into keeping the Board informed and the extremely collaborative process that is undertaken by the Board's committee to prepare for and provide context for every recommendation. In fact, the minutes from each committee meeting are shared with the full Board usually within a day or two of the meeting and proposed motions are available for the full Board's consideration well in advance of every public meeting, usually six days in advance.

One Board member's failure to read documents, follow Board policy, or to function as part of a team continues to hinder our ability to do what is needed for students, staff, and the entire school district. I welcome any guidance you may have to offer the administration and the Board to be able to effectively continue and focus on the important work we must do every day.

From my perspective, **this is harassment, bullying, and/or intimidation by this individual Board member.** I cannot sit back and allow the work of district staff or the Board's committees to be diminished or misrepresented. There are so many individuals who continue to go above and beyond for this district and ensure the Board is well informed so that they in turn can do their job and ensure the district is well run.

Commented [ES19]: BULLYING AND HARASSMENT ACCUSATION: Asking questions and for documents is not harassment, bullying and/or intimidation. Furthermore, if Fano is setting Epstein up for a HIB complaint, what is the nexus under the law?

We continue to implement thorough, well vetted practices and must now try to once again prove that we have consistent and fair processes and procedures in place.

Jenn
From: Ronald Conti <rconti@rtnj.org>
Sent: Friday, December 13, 2024 1:44:43 PM

Exhibit H

To: Kyle Bleeker <kbleeker@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org>
Cc: Jennifer Fano <jfano@rtnj.org>
Subject: Re: Response to BOE meeting 12/12 - Supporting Documentation

Hi Kyle,

Thank you for the email. Speaking for myself, and I believe close to all boe members, we are grateful and thankful to have great administrators and teams in Randolph. The knowledge, quality and integrity of the administration is fantastic and can't be understated.

Please know we appreciate you, your team, and the district.

Thank you,

Ron Conti
Randolph Board of Education

From: Kyle Bleeker <kbleeker@rtnj.org> Sent: Friday, December 13, 2024 12:11 PM To: Ronald Conti <rconti@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Allison Manfred <amanfred@rtnj.org> Cc: Jennifer Fano <jfano@rtnj.org> Subject: Response to BOE meeting 12/12 - Supporting Documentation

Good Afternoon, Ron, Amanda, and Allison,

I hope you're all doing well. I am writing to address the comments made last night regarding the supporting documentation for some FFT motions. Specifically, Sheldon abstained from voting on motions 13.6, 13.7, and 13.8, citing a lack of information to vote on them. He is correct that supporting documentation was not provided for motions 13.6 and 13.8, and I would like to explain the rationale for this below.

For motion 13.7, however, I must clarify that his statement about the lack of documentation is incorrect. All Board members were indeed provided with the necessary documentation, which was made available to the Board and not the public. I assume that Sheldon only viewed the publicly available Board Agenda and did not access the executive content available exclusively to BOE members. I make this assumption because he requested that the Technology office reset a password for him on Wednesday, 12/11, and confirmed with me on Thursday, 12/12 around 3:20pm that the reset was successful.

Additionally, the questioning to Mr. Zitomer regarding best practices for purchasing, contracting, and agenda preparation suggests that these are not followed in Randolph. His comments, made publicly, put into question the integrity and professionalism of the Business Office which I lead. While his intent may not have been to call out the hardworking and dedicated staff publicly, it can undoubtedly be perceived this way. In my short time here, I can confidently say that the purchasing procedures and practices put in place by my predecessors, and the staff who diligently apply them, are of the highest standard. I feel compelled to defend them when their work is questioned without justification.

In the spirit of moving forward from this matter, I welcome the opportunity to continue this dialogue in person with yourselves, Sheldon, or anyone else that might be appropriate.

Below is additional rationale for the motions that were questioned:

13.6 - This motion is for home instruction for student(s). It's important to note that the contracts and supporting documentation we receive for these motions often reference students by their name, initials, or other details that might reveal their identity. To protect the students' privacy, supporting documentation is traditionally not provided.

13.7 - Motion for the Commons project. All Board members have been provided with the recommendation letter from our architect supporting this motion. This letter was included as an executive document and would not be made available to the public until after the Board has taken action.

13.8 - This motion is for a transportation charter contract. In this case, supporting documentation is not provided because the motion itself is comprehensive and includes all necessary information required to make an informed decision.

Thank you for your attention to this matter and have a good weekend.

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Ron Conti

From: Jennifer Fano
Sent: Thursday, March 27, 2025 4:50 PM
To: Amanda Adams
Cc: Kyle Bleeker; Marc H. Zitomer; Ronald Conti
Subject: Re: ~\$600k waiver in 24/25 budget

I would not recommend responding at this hour given that we have a meeting in about 30-minutes and this was discussed by all members of the committee. You can review your committee notes and let Kyle and me know if there is something other than what we had all discussed or notify Sheldon of the committee's review and directive.

Jenn

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, March 27, 2025 4:43:53 PM
To: Jennifer Fano <jfano@rtnj.org>
Cc: Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

I believe the committee chose not to ask you to do that. Would you like me to respond accordingly?

Be well,

Amanda Adams
Randolph Board of Education Certified
New Board Member

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, March 27, 2025 4:40:32 PM
To: Amanda Adams <aadams@rtnj.org>
Cc: Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

I am not sure that is an accurate response and do not recall today what specifically was planned. Our efforts are focused on the 25-26 budget. We would need to spend time reviewing what was shared with the Board last year to accurately respond. If the committee chooses for us to spend our time that way, please advise and we can dive into last year's budget proposals and meetings in the future.

Jenn

Exhibit L

From: Amanda Adams <aadams@rtnj.org>
Date: Thursday, March 27, 2025 at 4:37 PM
To: Jennifer Fano <jfano@rtnj.org>
Cc: Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

I can respond that the money was absorbed into the general budget to help address the overall district needs.

Is that appropriate?

Be well,

Amanda Adams
Randolph Board of Education
Certified New Board Member

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, March 27, 2025 4:35:15 PM
To: Jennifer Fano <jfano@rtnj.org>
Cc: Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

He asked me a question about the bond counsel agenda item at 4:00.

Be well,

Amanda Adams
Randolph Board of Education Certified
New Board Member

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, March 27, 2025 4:34:21 PM
To: Amanda Adams <aadams@rtnj.org>
Cc: Kyle Bleeker <kbleeker@rtnj.org>
Subject: Fw: ~\$600k waiver in 24/25 budget

Amanda,

This was discussed in committee, and I will defer to you to respond. I have added Kyle to this email as well.

Jenn

Exhibit L

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Thursday, March 27, 2025 4:07:03 PM
To: Jennifer Fano <jfano@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Ronald Conti <rconti@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

Jenn,

In response to a comment made by Michael regarding \$600k in revenue that was being raised with no spend plan, you mentioned that it was already spent. This conversation was from March-June 2024 (ish), so before the year started.

I'm asking what the plan was, whether it was spent, and how it is being planned to be spent in the 25/26 school year.

Thank you,
Sheldon

From: Jennifer Fano <jfano@rtnj.org>
Sent: Monday, March 3, 2025 3:02 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Ronald Conti <rconti@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

Sheldon,

I do not know what you are asking, and I am going into back-to-back meetings.

Jenn

From: Sheldon Epstein <sepstein@rtnj.org>
Date: Monday, March 3, 2025 at 2:59 PM
To: Kyle Bleeker <kbleeker@rtnj.org>, Jennifer Fano <jfano@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>, Ronald Conti <rconti@rtnj.org> Subject: Re: ~\$600k waiver in 24/25 budget

Jenn,

Can you help here? I recall you saying that the money was spent (but no detail given). This was in response to a question from Michael last year.

Thanks,

Sheldon

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Monday, March 3, 2025 2:40 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Ronald Conti <rconti@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Re: ~\$600k waiver in 24/25 budget

Sheldon,

The \$600k would either be reassigned within the 24/25 budget for unforeseen costs or remain in the accounts line and fall to fund balance at the end of the year.

I would require some more time to research its exact status. Let me know if you require that.

For next year (25/26), we are eligible for a healthcare waiver again, in the amount of \$528,335.

Thank you,

Kyle J. Bleeker
School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Monday, March 3, 2025 8:46 AM
To: Kyle Bleeker <kbleeker@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>
Subject: ~\$600k waiver in 24/25 budget

Kyle,

I recall that \$600k of waiver revenue became "unassigned" (budgeted in benefits, but known not to be needed for that?) between tentative and final budget approval during last year's budget cycle.

Was (or will) this be spent this school year?
What is it budgeted for in the proposed budget?

Exhibit M

Ron Conti

From: Jennifer Fano
Sent: Thursday, April 3, 2025 6:01 PM
To: Ronald Conti; Amanda Adams; Allison Manfred; Marc H. Zitomer
Cc: Kyle Bleeker
Subject: FW: Request to meet follow-up

I wanted you all to be aware of the email exchange below. I also wanted to reiterate that this Board Member continues to put a strain on the administration, or at the very least appear not to support and protect school personnel in proper performance of our duties as evidenced by continuing to ask questions during at public meetings rather than seeking answers to his questions prior to the Board meeting (01644).

Jenn

From: Jennifer Fano <jfano@rtnj.org>
Date: Thursday, April 3, 2025 at 6:00 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org>
Subject: Re: Request to meet follow-up

Sheldon,

After reflecting further on your request, I do not believe meeting would be a productive use of either of our time. Of course, I will continue to work professionally with you, as I have always done, and trust that you will do the same.

Jennifer

From: Sheldon Epstein <sepstein@rtnj.org>
Date: Thursday, April 3, 2025 at 2:16 PM
To: Jennifer Fano <jfano@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org> Subject:
Re: Request to meet follow-up

Hi Jenn, just a follow up.

I'd appreciate if you could let know if and/or when you'd like to meet.

Best Regards,
Sheldon

Commented [ES20]: IMPROPER APPLICATION OF POLICY: Policy states "As a matter of courtesy, Board members shall seek answers to their questions prior to the Board meeting."

Commented [ES21]: INSUBORDINATION: Employee refusing to meet with her boss

From: Sheldon Epstein
Sent: Thursday, March 27, 2025 3:29 PM

1

To: Jennifer Fano <jfano@rtnj.org>
Cc: Ronald Conti <rconti@rtnj.org>
Subject: Request to meet follow-up

Hi Jenn,

I'm following up on our conversation after the last negotiations meeting when I asked to meet with you to discuss how I can help improve/repair our relationship. You had mentioned that you would get back to me after thinking about it, but I haven't heard back yet.

I'm hoping we can meet. Please let me know.

Thank you,
Sheldon

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Ron Conti

From: Jennifer Fano
Sent: Thursday, January 23, 2025 10:08 PM
To: Ronald Conti; Allison Manfred; Amanda Adams; Marc H. Zitomer; Kyle Bleeker
Subject: FYI

Commented [ES22]: WAIVER OF ATTORNEY CLIENT PRIVILEGE: Conti provided an email that provide legal counsel or asked for it

As a follow up to the discussion in Executive Session this evening, specifically the role of the Superintendent in advising or informing the Board, please see below and clarify once again if answering a question that was asked of me during the Board's Executive session was not appropriate or within the scope of my responsibilities since Sheldon Epstein stated and asked the other Board members to weigh in on me providing information to the Board. And to further clarify and document the event, in response to Sheldon's concern all other Board members affirmed they wanted to hear my input.

Initially when I asked Paul Green to weigh in and advise the Board and myself on Sheldon's inquiry, he did not provide a definitive response. Only after I casually referenced a longstanding Policy did Paul Green agree that I had a right to respond to the question.

This is an excerpt from the Policy I was referring to:

<https://www.straussesmay.com/seportal/Public/DistrictPolicy.aspx?policyid=1230&id=f294aed3e8804bec9f8dbd693dbd6eeb>

Duties and Responsibilities:

A. As executive officer of the Board, the Superintendent shall:

3. Attend all meetings of the Board; he/she shall have the right to a seat on the Board and the right to speak on all educational matters, but not the right to vote. He/she shall have direct access to Board Committees and individual Board members as needs may dictate, and shall be notified of all meetings of Committees of the Board, standing or special, shall attend same at his discretion, and shall advise the Board except in matters pertaining to his/her own employment or when he/she is requested by the Board President or by a committee not to attend;
4. Assist the Board in reaching sound judgment, establishing policies, and approving such matters-as the law or Board regulations require the Board to approve. He/she shall be responsible for placing before the Board or a committee of the Board all necessary and helpful facts, comparisons, investigations, information and reports;

I feel that this evening Sheldon once again gave the members of the Board reason to doubt my role and obligations. He went on to share that he felt it was unfair that members of the public were not able to counter any statement I may make, even though this was a discussion in the Board's closed Executive session. I believe this is further evidence that Sheldon consistently does not support the Superintendent/administration but rather attempts to do the work of the administration.

Whether my understanding of the Policy is correct or stands to be corrected, I hope both the full Board and Administration are provided clarification on this important matter.

1

Jenn

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Exhibit Q

Ron Conti

From: Amanda Adams
Sent: Monday, September 16, 2024 1:41 PM
To: Ronald Conti
Subject: FW: Referendum Question

FYI

Be Well,

Amanda Adams
Randolph Board of Education

From: Kyle Bleeker <kbleeker@rtnj.org>
Date: Friday, August 9, 2024 at 12:40 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>
Subject: RE: Referendum Question

Good afternoon, Sheldon,

This is a duplicate of yesterdays' email to you; I had intended to cc Amanda when I sent this yesterday but accidentally left her off.

Resending now so she is included in the email thread.

Thank you.

Kyle J. Bleeker
School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Kyle Bleeker
Sent: Thursday, August 8, 2024 2:45 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Subject: Referendum Question

Good afternoon, Sheldon,

Hope your summer has been going well.

1

I wanted to connect with you about the question you had for me following the last BOE meeting about the referendum and what the tax impact might be if it were looked at from a calendar year (Jan-Dec) perspective as opposed to a fiscal year (July – June). I spoke with Phoenix Advisors who developed the analysis, and you are correct that if the numbers were generated to represent payment on a calendar year, the amounts would need to be adjusted, but the overall totals would remain the same.

However, in speaking with the advisors, when school districts publicly speak about the impact of a bond referendum, they have found it better received and understood by members of the public when the analysis and potential impact are presented in terms of the fiscal year. One of the primary reasons for presenting it this way is so there is consistency when aligning it to other financial documents the board produces such as the budget and the audit which are both on a fiscal basis.

Thank you and looking forward to seeing you next week.

Kyle J. Bleeker
School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the “intended addressees”) only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the “intended addressees”) only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Ron Conti

From: Kyle Bleeker
Sent: Friday, February 21, 2025 9:10 AM
To: Jennifer Fano; Ronald Conti; Amanda Adams
Subject: Re: Audit mtg

Good Morning,

So everyone is aware, Ron joined me around 8:10 and around 8:20 I received a call from Sheldon indicating that he had to cancel.

He asked about meeting Monday, and I shared that it will be tough to schedule considering it the last week finalizing the budget and the agenda in preparation for the meeting on 3/3. I asked him to email his questions and based on that, we will find a time to talk.

Have a good weekend everyone!

Thank you,

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Jennifer Fano <jfano@rtnj.org>
Sent: Thursday, February 20, 2025 9:59 PM
To: Ronald Conti <rconti@rtnj.org>; Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>
Subject: Re: Audit mtg

I can join at 9:00.

From: Ronald Conti <rconti@rtnj.org>
Sent: Thursday, February 20, 2025 9:58:58 PM
To: Amanda Adams <aadams@rtnj.org>; Kyle Bleeker <kbleeker@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Re: Audit mtg

I'll be there, but I have a hard stop @9

Thank you,

Ron Conti
Randolph Board of Education

From: Amanda Adams <aadams@rtnj.org>
Sent: Thursday, February 20, 2025 4:48:15 PM
To: Kyle Bleeker <kbleeker@rtnj.org>; Ronald Conti <rconti@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Re: Audit mtg

Hi Kyle,

I appreciate you taking the time to meet with Sheldon. I am unable to attend that meeting and I hope that your meeting is no longer than 30 minutes considering the audit was voted on months ago.

Be Well,

Amanda Adams
Randolph Board of Education

From: Kyle Bleeker <kbleeker@rtnj.org>
Date: Thursday, February 20, 2025 at 4:09 PM
To: Amanda Adams <aadams@rtnj.org>, Ronald Conti <rconti@rtnj.org>, Jennifer Fano <jfano@rtnj.org>
Subject: Re: Audit mtg

Jenn, Amanda, and Ron,

FYI... Sheldon was here in the office to attend an Education Committee meeting and stopped in to see me. He apologized for the lack of a response. We discussed times to review the audit and he asked if I could meet with him tomorrow morning to review. I have the availability, and we agreed to 8:15am. It will be approximately 30 minutes because we both have appointments at 9:30am.

Thank you,

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

Exhibit R

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Friday, February 14, 2025 12:49 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Jennifer Fano <jfano@rtnj.org>; Ronald Conti <rconti@rtnj.org>
Subject: Re: Audit mtg

Good Afternoon, Sheldon,

I wanted to reach out again regarding a discussion of the 6/30/2024 audit. It is still open on my end, however I would like to close it out if possible.

If you are no longer looking for a meeting at this time, please let me know so I can close it.

Thank you,

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Monday, February 3, 2025 9:19 AM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Re: Audit mtg

Good morning, Sheldon,

Checking in on this item.

I hope you received my response last week as I have not heard from you.

If a meeting is no longer needed, please let me know so I can clear it off my list of open items.

Thank you,

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Tuesday, January 28, 2025 11:56 AM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Re: Audit mtg

Hi Sheldon,

Please see my responses (in red) below to the questions that you asked.

As far as a meeting, this week is filling up but next week (week of 2/3) I have good availability on most afternoons. Please let me know a general idea of the areas of the audit you want to talk about so I can be prepared. In the interest of both your time and mine I think it is appropriate to keep our meeting to 30-45 minutes. If we need to go beyond that, We should schedule another time.

Thank you,

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Kyle Bleeker <kbleeker@rtnj.org>
Sent: Friday, January 24, 2025 12:06 PM
To: Sheldon Epstein <sepstein@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Re: Audit mtg

Good Afternoon, Sheldon,

Exhibit R

Received your email. I'll review your questions and reply in detail soon; I am scheduled for 1/2 day today and this morning was busy taking the next steps on items that were passed last night as well as tying up loose ends prior to the weekend.

Some of your questions I can answer via email and some we need to discuss because I am unsure what you are referring to.

My schedule is pretty good next week and the following week, I'll send you some possible times.

Thank you, and have a good weekend.

Kyle J. Bleeker School Business Administrator / Board Secretary



RANDOLPH
TOWNSHIP SCHOOLS

From: Sheldon Epstein <sepstein@rtnj.org>
Sent: Thursday, January 23, 2025 11:07 PM
To: Kyle Bleeker <kbleeker@rtnj.org>
Cc: Amanda Adams <aadams@rtnj.org>; Jennifer Fano <jfano@rtnj.org>
Subject: Audit mtg

Kyle,

Following up on my brief comments tonight...

I'd like to meet to discuss the audit. I think 30-45 minutes would be OK, but please share what you think after you see my first set of questions. We can make it that a hard stop. As I said, I don't think email will work (or be efficient use of your time) because there may be significant & quick back and forth better suited for conversation.

I shared my perspective about audit findings with Amanda. Audit findings are rarely a bad thing. Rather, they're a learning experience. That said, the process is another story, as I'm sure you know. I wouldn't describe them as fun, but as necessary.

I can share a couple starting questions. If you think there are quick answers, please respond. I'd appreciate your guided prep in advance.

1) How would you describe the type of audit? Statutory? Process? Procedure? More than one of those? Something else? If it helps, I'm very familiar with process & procedure audits (SOX in my professional world).

I'm familiar with statutory too. The terms that you referenced I am unfamiliar with. We will need to discuss this one when we meet.

- 2) Where can I find the full discussion of the finding in the audit book? Please reference the AMR (Auditors Management Report) that I sent you on 11/13/24. Discussion provided by the auditor can be found on page 6 of the .pdf. As an alternative, here is a link to the State website where current and past audits and AMR's can be found, just follow the navigation tools to find Randolph. [Annual Comprehensive Financial Report \(ACFR\) and Auditor's Management Report \(AMR\) District Report Search](#) . 3) Where can I find the full discussion of the same topic in last year's audit book? There was no discussion that I could find for the previous year. Click on the link provided to you in the above question to navigate to the Randolph AMR for 2023. Once again Page 6 of the .pdf is where a discussion would be if there was one.
- 4) What is the CAP process? Please click on this link which will bring you to the reporting section of the state issued audit program. Page 26 of the .pdf describes the process. [Section III-Reporting Chapters 6 and 7](#)
- 5) How would you describe the auditor team's knowledge and professionalism? Thorough and of a high standard.

That's not all the q's, but I need to stop typing and send.

Thanks for considering, and let me know your thoughts, availability, etc. My calendar is flexible.

Sheldon

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be privileged. If you are not an intended addressee, any review, distribution, or use of the contents of this message is prohibited. If you have received this message in error, please delete all copies of the email immediately and notify the sender that you have done so.

Confidentiality Notice: This message and any attachments to it contains information intended for the use of the addressees identified in the body of the e-mail (the "intended addressees") only. It is confidential and may be