

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS
JOLAN TADROS : ORDER OF REVOCATION
_____ : DOCKET NO: 1516-110

At its meeting of September 17, 2015, the State Board of Examiners (Board) reviewed information the Bayonne School District (Bayonne) had forwarded pursuant to *N.J.A.C. 6A:9B-4.4* regarding Jolan Tadros. Tadros resigned from her tenured position after the district prepared tenure charges against her alleging unbecoming conduct. The tenure charges are incorporated herein by reference.

Bayonne reported that in June of 2014, the Principal of the elementary school where Tadros worked became aware of a journal three female students in Tadros' seventh-grade Science class had circulated among themselves. The students, all of whom would be 12-13 years old, confirmed that the journal was Tadros' idea and that she would write messages in the journal to the students and they would write back to her. Tadros confirmed that the messages were her writing.

The journal entries Tadros wrote are replete with obscenities, such as "damn, shit, asses and asshole," and reference how annoyed Tadros is by other teachers in the school and her principal. In one entry, she tells the students she wants to know "whose doin who and who is drinking/smoking wat??" She also tells the students she almost cheated on her boyfriend and asks for their advice. Tadros also asks the girls to tell her what they did over spring break and "do not leave out any of the bad stuff either!!! I want full details and even if its (*sic*) about other people LOL."

Bayonne also alleged that on July 4, 2014, Tadros was arrested for shoplifting but did not report her arrest to the Superintendent within 14 days as required by district policy and *N.J.A.C. 6A:9-4.1*. The district learned that Tadros was eventually convicted of loitering and fined but when questioned about the circumstances of her arrest and conviction, she provided false and misleading information to school officials.

Tadros currently holds a Teacher of Elementary School In Grades K-5 Certificate of Eligibility, issued in October 2008, a Teacher of Elementary School With Subject Matter Specialization: Science in Grades 5-8 Certificate of Eligibility, issued in October 2009, and Teacher of Elementary School In Grades K-5 and Teacher of Elementary School With Subject Matter Specialization: Science in Grades 5-8 certificates, both issued in July 2011. Upon review of the above information, at its December 10, 2015 meeting, the Board voted to issue Tadros an Order to Show Cause as to why her certificates should not be revoked.

The Board sent Tadros the Order to Show Cause by regular and certified mail on December 16, 2015. The Order provided that Tadros had 30 days to respond. The certified mail receipt was signed and returned and the regular mail copy was not returned. Tadros did not file a response.

Thereafter, on February 1, 2016, the Board sent Tadros another notice by certified and regular mail providing her an additional 15 days to respond to the Order to Show Cause. Neither the certified mail nor the regular copy was returned. Tadros did not respond.

Thereafter, pursuant to *N.J.A.C. 6A:9B-4.6(e)*, on February 23, 2016, the Board sent Tadros a hearing notice by regular and certified mail. The notice explained that the allegations in the Order to Show Cause were deemed to be admitted as a result of her failure to file an Answer. Thus, Tadros was offered an opportunity to submit written arguments on the issue of whether the conduct addressed in the Order to Show Cause constituted conduct unbecoming a certificate holder, as well as arguments with regard to the appropriate sanction in the event that the Board found just cause to take action against her certificates. It also explained that, upon review of the charges against her and the legal arguments tendered in her defense, the Board would determine if his offense warranted action against her certificates. Thereupon, the Board would also determine the appropriate sanction, if any. Tadros was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. Neither the certified mail nor the regular mail copy was returned. Once again, Tadros did not respond.

The threshold issue before the Board in this matter is whether Tadros' conduct constitutes conduct unbecoming a certificate holder or other just cause. Since Tadros failed to respond to the Order

to Show Cause, the allegations therein are deemed admitted. *N.J.A.C. 6A:9B-4.6(c)*. Consequently, at its meeting of June 23, 2016, the Board considered only the allegations in the Order to Show Cause and the information received from Bayonne. The Board concluded that no material facts related to Tadros' offense were in dispute since she never denied that she engaged in the conduct alleged. Thus, the Board determined that summary decision was appropriate in this matter. *N.J.A.C. 6A:9B-4.6(h)*. After reviewing the allegations, the Board found that Tadros had engaged in unbecoming conduct.

The Board must now determine whether Tadros' conduct, as set forth in the Order to Show Cause, provides just cause to act against her certificates pursuant to *N.J.A.C. 6A:9B-4.4*. The Board finds that it does.

The Board may revoke or suspend the certification of any certificate holder on the basis of demonstrated inefficiency, incapacity, conduct unbecoming a teacher or other just cause. *N.J.A.C. 6A:9B-4.4*. "Teachers... are professional employees to whom the people have entrusted the care and custody of ... school children. This heavy duty requires a degree of self-restraint and controlled behavior rarely requisite to other types of employment." *Tenure of Sammons*, 1972 *S.L.D.* 302, 321. Moreover, unfitness to hold a position in a school system may be shown by one incident, if sufficiently flagrant. *Redcay v. State Bd. of Educ.*, 130 *N.J.L.* 369, 371 (1943), *aff'd*, 131 *N.J.L.* 326 (E & A 1944). Tadros' actions in engaging in inappropriate communications with students, failing to report her arrest to her district and providing false and misleading information to her district when questioned about the circumstances of her arrest and conviction, indicate a pattern of conduct that is inexcusable for a role model. The Board therefore concludes that the appropriate response to her breach is the revocation of her teaching certificates.

Accordingly, on June 23, 2016, the Board voted to revoke Jolan Tadros's Teacher of Elementary School In Grades K-5 and Teacher of Elementary School With Subject Matter Specialization: Science in Grades 5-8 Certificates of Eligibility, and her Teacher of Elementary School In Grades K-5 and Teacher of Elementary School With Subject Matter Specialization: Science in Grades 5-8 certificates, effective immediately. On this 16th day of September 2016 the Board voted to adopt its formal written decision

and it is therefore ORDERED that the revocation of Tadros' certificates be effective immediately. It is further ORDERED that Tadros return her certificates to the Secretary of the State Board of Examiners, Office of Certification and Induction, P.O. Box 500, Trenton, NJ 08625-0500 within 30 days of the mailing date of this decision.

Robert R. Higgins, Secretary
State Board of Examiners

Date of Mailing:
via certified and regular mail

Appeals may be made to the Commissioner of Education pursuant to the provisions of *N.J.S.A. 18A:6-38.4*.