

IN THE MATTER OF THE TENURE :
HEARING OF STEPHANIE E. BAILEY, : COMMISSIONER OF EDUCATION
SCHOOL DISTRICT OF THE :
TOWNSHIP OF WILLINGBORO, : DECISION
BURLINGTON COUNTY. :

SYNOPSIS

In June 2007, petitioning school district certified tenure charges against respondent – a tenured clerk typist – alleging unbecoming conduct and insubordination for behavior that included, *inter alia*: unsatisfactory work products, poor time management, and problems working with teachers, administrators, and staff. The petitioner attempted to serve respondent with the tenure charges through regular mail, certified mail, and subpoena service; the certified mail was refused, the regular mail was not returned, and the subpoena service indicated that the respondent was evading service. The respondent has denied receiving tenure charges since September 2007, declined to participate in a telephone conference on the matter, and failed to appear for both the pre-hearing conference and the subsequent hearing.

The ALJ found that: the facts in this matter have not been disputed; the testimony of petitioner’s witnesses was credible; the actions of the respondent constituted insubordination and conduct unbecoming; respondent’s conduct was sufficiently flagrant to justify her dismissal; and respondent declined to participate in the hearing. Accordingly, the ALJ deemed all tenure charges admitted, and ordered that respondent be dismissed from her tenured employment.

Upon independent review of the record, the Initial Decision of the OAL, and the respondent’s exceptions thereto, the Commissioner adopts the Initial Decision as the final decision for the reasons expressed by the ALJ, and rejects the respondent’s exceptions as without merit. The respondent is terminated from her tenured employment.

This synopsis is not part of the Commissioner’s decision. It has been prepared for the convenience of the reader. It has been neither reviewed nor approved by the Commissioner.
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December 26, 2007

OAL DKT. NO. EDU 6985-07
AGENCY DKT. NO. 243-8/07

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The record of this matter,¹ the Initial Decision of the Office of Administrative Law, and the respondent's exceptions have been reviewed. The Commissioner adopts the Initial Decision as the final decision in this case – for the reasons articulated by the Administrative Law Judge – and rejects respondent's exceptions as without merit.

Respondent is terminated from her employment in petitioner's school district.

IT IS SO ORDERED.²

COMMISSIONER OF EDUCATION

Date of Decision: December 26, 2007

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¹ The record does not include a transcript of the hearing.

² This decision may be appealed to the State Board of Education pursuant to *N.J.S.A. 18A:6-27 et seq.* and *N.J.A.C. 6A:4-1.1 et seq.*