



**WHEREAS**, the appropriate penalty for the violation is reprimand especially in light of the failure to respond to either the Commission's reminder letter or its Order.

**NOW THEREFORE BE IT RESOLVED** that the School Ethics Commission finds that Malcolm X. Outlaw violated N.J.S.A. 18A:12-25 and 26 of the School Ethics Act and recommends that the Commissioner of Education impose a sanction of reprimand.

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Paul C. Garbarini, Chairperson  
School Ethics Commission

Dated: December 27, 2005

This matter shall be transmitted to the Commissioner of Education for action on the Commission's recommendation for sanction pursuant to N.J.S.A. 18A:12-29. Within thirteen (13) days from the date on which the Commission's decision was mailed to you, you may file written comments on the recommended sanction with the Commissioner of Education, c/o Bureau of Controversies and Disputes, 100 Riverview Plaza, P.O. Box 500, Trenton, NJ 08625, marked "Attention: Comments on Ethics Commission Sanction." A copy of any comments filed must be sent to the School Ethics Commission.