

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION  
THE CERTIFICATE OF : STATE BOARD OF EXAMINERS  
F. GLORIA SNAUFFER : ORDER OF REVOCATION  
\_\_\_\_\_ : DOCKET NO: 1011-234

At its meeting of July 28, 2011, the State Board of Examiners (Board) reviewed information regarding F. Gloria Snauffer. On November 13, 2006 the New York State Commissioner of Education revoked Snauffer's Teacher of Nursery-6 and Teacher of Art certificates. The revocation was based on Snauffer's inappropriate relationship with a male student that included intimate, physical and/or sexual contact, improper correspondence and/or communication and providing gifts to the student. In New Jersey, Snauffer currently holds a Teacher of Art certificate, issued in May 1987. Upon review of the above information, at its September 22, 2011 meeting, the Board voted to issue Snauffer an Order to Show Cause.

The Board sent Snauffer the Order to Show Cause by regular and certified mail on April 17, 2012. After the certified mail copy was returned indicating "No Such Number," the Board secured a new address for Snauffer. The Board re-sent Snauffer the Order to Show Cause by regular and certified mail on June 11, 2012. Neither the certified mail nor the regular mail copy was returned. The Order provided that Snauffer must file an Answer within 30 days. Snauffer did not file an Answer. Thereafter, on July 23, 2012, the Board sent Snauffer another notice by certified and regular mail providing her an additional 15 days to respond to the Order to Show Cause. The certified mail receipt was signed and returned. The regular mail copy was not returned. Snauffer did not respond to the second notice.

Thereafter, pursuant to *N.J.A.C. 6A:9-17.7(e)*, on August 20, 2012, the Board sent Snauffer a hearing notice by regular and certified mail. The notice explained that it appeared that no material facts were in dispute. Thus, Snauffer 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 determined to take action against her certificate. It also explained that upon review of the charges against her and the legal arguments tendered in her defense, the Board would determine if Snauffer's conduct warranted

action against her certificate. Thereupon, the Board would also determine the appropriate sanction, if any. Snauffer was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail receipt was signed and returned and the regular mail copy was not returned. Once again, Snauffer did not file a response.

The threshold issue before the Board in this matter, therefore, is whether Snauffer's conduct and the revocation of her New York licenses constitute conduct unbecoming a certificate holder. Since Snauffer failed to respond to the Order to Show Cause or the hearing notice, at its meeting of November 30, 2012, the Board considered only the allegations in the Order to Show Cause. The Board determined that no material facts related to Snauffer's offense were in dispute since she never denied that her New York certificates had been revoked or that she engaged in the conduct alleged. Thus, the Board determined that summary decision was appropriate in this matter. *N.J.A.C. 6A:9-17.7(h)*. It is therefore ORDERED that the charges in the Order to Show Cause are deemed admitted for the purpose of this proceeding.

The Board must now determine whether Snauffer's conduct and the revocation of her New York certificates, as set forth in the Order to Show Cause, provide just cause to act against her New Jersey certificate pursuant to *N.J.A.C. 6A:9-17.5*. The Board finds that they do.

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:9-17.5*. "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. Snauffer's act of engaging in an inappropriate relationship with a male minor student is inexcusable for any individual, teacher or not.

The Commissioner has long held that teachers serve as role models for their students. Clearly, a teacher who has engaged in inappropriate behavior with a student and had her certificates revoked as a result cannot claim status as a role model to anyone. Snauffer's conduct and the revocation of her New York certificates therefore warrant the revocation of her New Jersey certificate.

Accordingly, on November 30, 2012, the Board voted to revoke F. Gloria Snauffer's Teacher of Art certificate. On this 25th day of January 2013 the Board voted to adopt its formal written decision and it is therefore ORDERED that the revocation of Snauffer's certificate be effective immediately. It is further ORDERED that Snauffer return her certificate to the Secretary of the State Board of Examiners, Office of Licensure, 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:

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