

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION  
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS  
RODNEY BEAVER : ORDER OF REVOCATION  
\_\_\_\_\_ : DOCKET NO: 1920-181

The State Board of Examiners received and reviewed Tenure Charges filed by the East Orange Board of Education (East Orange) against Rodney Beaver (Beaver). The Charges were dismissed by East Orange after Beaver elected to resign his employment. Pursuant to the tenure charges, which are incorporated herein by reference, East Orange alleged that Beaver had excessive absences, threatened to “go postal” at school, engaged in unprofessional conduct in discussing personal life details with students, failed to submit paperwork, plans, and grades as required, made inappropriate statements to a student and touched her in an inappropriate way that made her uncomfortable, and touched and hugged female students on numerous occasions, including touching their shoulders and inner thighs.

Beaver currently holds a Teacher of Elementary School Grades K-8 Certificate of Eligibility, issued August 2000, and a Teacher of Elementary School in Grades K-8 Certificate, issued January 2002. After reviewing the tenure charges, the Board voted to issue an Order to Show Cause to Beaver as to why his certificates should not be revoked at its June 26, 2020 meeting.

The Board sent Beaver the Order to Show Cause by regular and certified mail on July 1, 2020. The Order provided that Beaver had 30 days to respond. The certified mail receipt was “unclaimed” and returned and the regular mail copy was not returned. Beaver did not respond. On September 9, 2020, the Board sent Beaver another notice by certified and regular mail providing him an additional 15 days to respond to the Order to Show Cause. The certified mail copy was returned as “Unclaimed” and the regular mail copy was not returned. Beaver did not file a response.

Thereafter, pursuant to *N.J.A.C. 6A:9B-4.6(e)*, on November 2, 2020, the Board sent Beaver a hearing notice by regular and certified mail. The notice explained that pursuant to *N.J.A.C. 6A:9B-4.6(c)* the allegations in the Order to Show Cause were deemed to be admitted as a result of his failure to file an

Answer. Thus, Beaver 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 his certificates. It also explained that, upon review of the charges against him and the legal arguments tendered in his defense, the Board would determine if Beaver's conduct warranted action against his certificates. Thereupon, the Board would also determine the appropriate sanction, if any. Beaver was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail receipt was "unclaimed", and the regular mail copy was not returned. Once again, Beaver did not file a response.

The threshold issue before the Board in this matter is whether Beaver's conduct constitutes conduct unbecoming a certificate holder or other just cause. Since Beaver 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 February 26, 2021, the Board considered only the allegations in the Order to Show Cause. The Board concluded that no material facts related to Beaver's conduct were in dispute since he never denied that he had 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 Beaver had engaged in unbecoming conduct.

The Board must now determine whether Beaver's conduct, as set forth in the Order to Show Cause, provides just cause to act against his 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). Beaver's actions, which led to his resignation from East Orange, clearly demonstrate conduct that is unacceptable for any adult, especially one who is ostensibly a role model. The Board therefore concludes that the only appropriate response to his breach is a revocation of his certificates.

Accordingly, on February 26, 2021, the Board voted to revoke Rodney Beaver's Teacher of Elementary School in Grades K-8 Certificate of Eligibility and his Teacher of Elementary School in Grades K-8 certificate. On this 13<sup>th</sup> day of May, 2021 the Board voted to adopt its formal written decision and it is therefore ORDERED that Beaver's certificates are hereby revoked, effective immediately. It is further ORDERED that Beaver return his 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.

---

Rani Singh, Secretary  
State Board of Examiners

RS/KG/rg

**Date of Mailing:**  
**Via certified and regular mail**

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