

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION  
THE CERTIFICATE OF : STATE BOARD OF EXAMINERS  
ALIM A. HASAN : ORDER OF REVOCATION  
\_\_\_\_\_ : DOCKET NO: 2223-167

At its meeting of May 18, 2023, the State Board of Examiners (Board) reviewed information provided to the Board regarding Alim A. Hasan. The State Board of Examiners received the arbitration decision in *In the Matter of the Tenure Charges Against Alim A. Hasan*. The East Orange Board of Education certified tenure charges against Mr. Hasan for unbecoming conduct as a result of allegations that he engaged in inappropriate communications and/or statements with a student. The charges also detail a lengthy prior history in this regard. On February 16, 2023, the Arbitrator approved the withdrawal of the Tenure Charges after Mr. Hasan resigned his position.

The Department of Children and Families, Division of Child Protection and Permanency, Institutional Abuse Investigation Unit (IAIU) was notified of the incident and began an investigation into the matter. After conducting an investigation, the IAIU determined that the student was not sexually abused, but that Mr. Hasan's conduct was "beyond the bounds of propriety."

Hasan currently holds a standard Teacher of English certificate. Upon review of the above information, at its June 29, 2023 meeting, the Board voted to issue Hasan an Order to Show Cause as to why his certificates should not be revoked.

The Board sent Hasan the Order to Show Cause by regular and certified mail on July 5, 2023. The Order provided that Hasan had 30 days to respond pursuant to *N.J.A.C. 6A:9B-4.6(b)*.

The certified mail copy was returned as “Returned to Sender Unable to Forward” and the regular mail was not returned. Hasan filed an Answer and since there were material facts in dispute, on October 13, 2023, the Board transmitted the matter to the Office of Administrative Law (OAL) for hearing as a contested case.

On November 22, 2023, Hasan notified the court that he was no longer challenging the OTSC. On January 22, 2024, the Administrative Law Judge (ALJ) assigned to the case returned it to the Board after Hasan failed to appear for a status conference on January 11, 2024. Pursuant to N.J.A.C. 1:1-3.3, the ALJ provided Hasan with 13 days to submit an explanation to the Board for his nonappearance. Hasan did not submit an explanation or otherwise respond to that notice.

On January 31, 2024, the Board sent Hasan a notice by regular and certified mail providing him with an additional 15 days to respond before his Answer would be stricken from the record and the allegations in the Order to Show Cause would be deemed admitted. The certified mail copy was returned as “Returned to Sender Unable to Forward” and the regular mail was not returned. Hasan did not respond.

Thereafter, pursuant to *N.J.A.C.* 6A:9B-4.6(e), on March 27, 2024, the Board sent Hasan 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 his Answer be stricken from the record. Thus, Hasan 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 his offense warranted action against his certificates. Thereupon, the Board would also determine

the appropriate sanction, if any. Hasan was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail copy was returned as “Returned to Sender Unable to Forward” and the regular mail was not returned. Once again, Hasan did not file a response.

The threshold issue before the Board in this matter is whether Hasan’s conduct constitutes conduct unbecoming of a certificate holder or other just cause. Since Hasan did not appear at his hearing, and his Answer was subsequently stricken from the record, at its meeting of May 23, 2024, the Board considered only the allegations in the Order to Show Cause and the arbitration decision received. Moreover, since Hasan is deemed to have failed to file an Answer, the allegations contained in the Order to Show Cause are deemed admitted. N.J.A.C. 6A:9B-4.6(c). Thus, since no material facts related to Hasan’s conduct is in dispute, the Board determined that summary decision was appropriate in this matter. N.J.A.C. 6A:9B-4.6(h).

The Board must now determine whether Hasan’s conduct, as set forth in the Order to Show Cause, provides just cause to act against his certificate pursuant to *N.J.A.C. 6A:9B-4.4*. A “violation of the implicit standard of good behavior which devolves upon one who stands in the public eye as an upholder of that which is morally and legally correct” may provide the basis for a finding of unbecoming conduct. *Bound Brook Bd. of Educ. v. Ciripompa*, 228 *N.J.* 4, 14 (2017) (quoting *Karins v. City of Atlantic City*, 152 *N.J.* 532, 555 (1998)). The “elastic” concept of “conduct unbecoming” includes “conduct which adversely affects the morale or efficiency” or “which has a tendency to destroy public respect for employees and confidence in the operation of services.” *In re Emmons*, 63 *N.J. Super.* 136, 140 (App. Div. 1960); accord *Bound Brook Bd. of Educ.*, 228 *N.J.* at 13. 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).

The Board finds Hasan's conduct provides just cause to act against his certificate. In this instance, Hasan's actions in calling a student pretty, telling her he loves her, that she smells good, that she has a "grown woman scent" and that "[he] likes the fuck out of [her]" clearly demonstrate conduct that is unacceptable for a role model for school children. Such communications by a teacher to his student are completely inappropriate, not what the Board expects as communications between a teacher and student. No student should have to endure such communications directed at them by their teacher.

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. Here, Hasan's conduct indicates a serious lapse in judgment and suggests unfitness to hold a position in a school system. The Board concludes that the appropriate response to Hasan's breach of the implicit standard of good behavior expected of an educator is revocation of his certificate.

Accordingly, on May 23, 2024, the Board voted to revoke Alim A. Hasan's Teacher of English certificate. On this 27th day of June 2024, the Board voted to adopt its formal written decision and it is therefore ORDERED that Hasan's certificate is hereby REVOKED, effective immediately. It is further ORDERED that Hasan return his certificate 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.

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Rani Singh, Acting 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.