IN THE MATTER OF	:	NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF	:	STATE BOARD OF EXAMINERS
ELORA SARKAR	:	ORDER OF REVOCATION
_____	:	DOCKET NO: 2526-166

At its meeting of January 22, 2026, the State Board of Examiners (Board) reviewed information from the Department of Education (DOE) - Office of Student Protection (OSP) and DOE – Office of Legal Affairs, Accountability & Compliance (OLAAC) regarding Elora Sarkar, including documents obtained from the Middlesex County Prosecutor's Office (MCPO) and the North Brunswick Police Department (NBPD). Sarkar currently holds an Instructional Substitute credential, issued January 11, 2023, expiring January 11, 2028.

On or about October 11, 2024, Sarkar was charged with Aggravated Assault – Strangulation (2nd degree), *N.J.S.A.* 2C:12-1B(13). It was alleged that Sarkar placed both of her hands around her boyfriend's neck, victim M.G., and squeezed during an argument. It was also alleged that M.G. stated he could not breath for approximately 30 seconds and his vision went blurry. It was further alleged that M.G. had two small abrasions/cuts on the back right of his neck from Sarkar squeezing so hard.

On April 22, 2025, Sarkar received an Order of Postponement and was entered into the Pre-Trial Intervention probation program ("PTI") for a period of eighteen (18) months and was ordered to attend and complete programs in Anger Management and Batterer's Intervention and pay fees and penalties.

Upon review of the above information, the Board voted at its meeting of March 6, 2026, to issue Sarkar an Order to Show Cause as to why the certificates she holds should not be revoked. The Board sent Sarkar the Order to Show Cause by regular and certified mail, return receipt

requested, on March 6, 2026. The Order provided Sarkar had 30 days to respond pursuant to *N.J.A.C.* 6A:9B-4.6(b). On March 18, 2026, Sarkar filed an Answer with additional documentation. *See Answer.* Specifically, Sarkar submitted copies of the Pretrial Intervention Order of Postponement, dated April 22, 2025, certificates of completion of an anger management course and a batterer intervention course, a request for early dismissal of Pretrial Intervention, and the Pretrial Intervention Order of Dismissal, dated March 13, 2026.

In her Answer, Sarkar admitted she was charged with charged with Aggravated Assault – Strangulation (2nd degree), *N.J.S.A.* 2C:12-1B(13). *Id.* at ¶ 2. She also admits that she received an Order of Postponement and was entered into the PTI for a period of eighteen (18) months and ordered to attend and complete programs in Anger Management and Batterer's Intervention. *Id.* at ¶ 7. She claims that the charges were downgraded and she was released from PTI early. *Id.* at ¶¶ 2, 7. She also claims that she completed twelve weeks of Anger Management and Batterer's Intervention as directed by the court, as well as paid the required fines and fess. *Id.* at ¶ 7. Lastly, she claims this "was an isolated incident and after completing treatment and following the court's order, [she is] confident this will never happen again." *Id.* at ¶ 8.

Pursuant to *N.J.A.C.* 6A:9B-4.6(e), the Board sent Sarkar a hearing notice by regular and certified mail, return receipt requested, on April 1, 2026. The notice explained that there appeared to be no dispute as to material facts in this matter. Thus, Sarkar 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 her certificates. Sarkar was also offered the opportunity to appear before the Board to provide testimony on the sanction issue.

Following an approved extension of time, Sarkar submitted her written submission and

supporting documentation on May 28 and 29, 2026. *See Written Submission*. Specifically, she again provided copies of Pretrial Intervention Order of Postponement, dated April 22, 2025, certificates of completion of an anger management course and a batterer intervention course, a request for early dismissal of Pretrial Intervention, the Pretrial Intervention Order of Dismissal, dated March 13, 2026, and a copy of an agreement, dated April 20, 2026. Further, she provided four letters of character reference from Regina Antipin, Farhan Shahid, Daiyan Sattar, and Maliha Mohiuddin. Sarkar also requested to appear before the Board.

In her response, Sarkar acknowledged the "Board's concerns and appreciate[d] the opportunity to respond." *Id.* at 5. She requested that the "Board consider whether action against [her] certificates is necessary." *Ibid.* She claimed that the "incident was isolated, occurred outside of the school environment, and did not involve students or impact [her] professional responsibilities as an educator." *Ibid.* She also claimed that she has "complied with all court requirements, completed all mandated courses, and paid all fees and fines in full." *Ibid.* Further, she claimed she "signed a contract to continue teaching next year, reflecting [her] school's confidence in [her]" and has "remained committed to personal growth, professionalism, and serving [her] students to the best of [her] ability." *Ibid.*

On August 7, 2026, Sarkar appeared before the Board and provided testimony. She stated she took responsibility for her actions generally, but did not address the specific facts forming the basis of the allegations in the OTSC. She also asked the Board to look at her years of experience, and stated that she loves her job and finds it rewarding. Three individuals - Farhan Shahid, Daiyan Sattar, and Maliha Mohiuddin – also provided character reference testimony on her behalf.

The Board has the authority to "issue appropriate certificates to teach or to administer" and "may revoke the same under rules and regulations prescribed by the State board." *N.J.S.A.* 18A:6-38; *see also N.J.A.C.* 6A:9B-3.2 and -4.4; *Morison v. Willingboro Bd. of Educ.*, 478 N.J. Super.

229 (App. Div. 2024), *cert. denied* 258 N.J. 143 (July 11, 2024). The Board may take action against a 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; *see also Morison*, 478 N.J. Super. at 246, 248 (explaining the Board is responsible for protecting schoolchildren from improper teacher conduct and may suspend or revoke an educator's continued ability to serve as a teacher at any public school based on unbecoming conduct).

The threshold issue before the Board in this matter is whether Sarkar's actions here constitute conduct unbecoming a certificate holder or other just cause. Sarkar did not dispute the allegations in the Order to Show Cause. Because the allegations were not disputed, the Board concluded that no material facts related to Sarkar's offenses were in dispute. And because no material facts related to Sarkar's conduct were in dispute, the Board determined that summary decision was appropriate in this matter. *N.J.A.C.* 6A:9B-4.6(h).

The Board finds that Sarkar engaged in conduct unbecoming of an educator. Unbecoming conduct is defined as "conduct 'which adversely affects the morale or efficiency of the [department]' or 'has a tendency to destroy public respect for [government] employees and confidence in the operation of [public] services.'" *Bound Brook Bd. of Educ. v. Ciripompa*, 228 N.J. 4, 13 (2017) (quoting *In re Young*, 202 N.J. 50, 66 (2010) (citing *Karins v. Atl. City*, 152 N.J. 532, 554 (1998))). "[A] finding of unbecoming conduct 'need not be predicated upon the violation of any particular rule or regulation, but may be based merely upon the 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 legal correct.'" *Id.* at 13-14 (quoting *Karins*, 152 N.J. at 555). "It focuses on the morale, efficiency, and public perception of an entity, and how those concerns are harmed by allowing teachers to behave inappropriately while holding public employment." *Id.* at 14. "The touchstone of the determination lies in the certificate holder's 'fitness to discharge the duties and

functions of one's office or position.'" *Young*, 202 N.J. at 66 (quoting *In re Grossman*, 127 N.J. Super. 13, 29 (App. Div. 1974)).

Here, the Board finds that placing your hands around a victim's neck to strangle them and causing injury, blurred vision, and the inability to breathe for approximately 30 seconds is a violation of the implicit standard of good behavior expected of public-school teachers and has the tendency to destroy public respect for teachers and confidence in the public school system. Thus, the Board finds that Sarkar engaged in conduct unbecoming an educator and provides the basis for the Board's finding. *See IMO the Certificates of William Posselt*, Bd. of Exam'rs. (decided March 8, 2019).

Having found that Sarkar engaged in unbecoming conduct, the Board must now determine the appropriate penalty to be applied. In doing so, the Board considers the "nature and gravity of the offenses under all the circumstances involved, any evidence as to provocation, extenuation or aggravation," and any "harm or injurious effect" on the maintenance of discipline and the proper administration of the school system. *In re Fulcomer*, 93 N.J. Super. 404, 422 (App. Div. 1967). Central to this evaluation is the understanding that "[t]eachers… 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. Fitness to teach depends on a broad range of factors, including the teacher's impact and effect upon the students, because a "teacher works in a sensitive area in a schoolroom" and "shapes the attitude of young minds toward the society in which they live." *Grossman*, 127 N.J. at 30 (*quoting Adler v. Bd. of Educ. of City of New York*, 342 U.S. 485 (1952)). Importantly, unfitness to hold a position in a school system may be shown by one incident if sufficiently flagrant. *Fulcomer*, 93 N.J. Super. at 421; *Redcay v. State Bd. of Educ.*, 130 *N.J.L.* 369, 371 (1943), *aff'd*, 131 *N.J.L.* 326 (E & A 1944).

Based on a totality of the circumstances, the Board concludes that the appropriate response to Sarkar's breach in conduct of an educator is revocation of her certificates. Sarkar's undisputed conduct of strangling a victim, causing injury, blurred vision and the inability to breathe is not conduct of a role model for children. *See Posselt, supra.* Further, her failure to take real accountability militates against a lesser penalty. Rather, her conduct demonstrates that she is unfit to discharge the duties and functions as a public-school teacher and demonstrates strong evidence that a revocation is appropriate. Allowing her to maintain certification to teach in a public school would have a negative impact on the proper administration of the school system.

Accordingly, on September 18, 2026, the Board voted to revoke Sarkar's certificates. On this 29th day of October 2026, the Board voted to adopt its formal written decision, and it is therefore ORDERED that Elora Sarkar's Instructional Substitute credential is hereby REVOKED, effective immediately. It is further ORDERED that Sarkar return her paper certificate, if issued, 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.



Kimberly A. Gatti, Acting Secretary
State Board of Examiners

Date of Mailing: 10/29/2026
By 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 and *N.J.A.C.* 6A:4-1.3.