

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION
THE CREDENTIAL OF : STATE BOARD OF EXAMINERS
KARA V. SALVATORIELLO : ORDER OF REVOCATION
_____ : DOCKET NO: 1718-176

At its meeting of January 19, 2018, the State Board of Examiners (Board) reviewed information the Criminal History Review Unit (CHRU) had forwarded regarding Kara V. Salvatoriello. In 2015, Salvatoriello was charged with shoplifting four pairs of sunglasses; the charges were later dismissed. Thereafter, she was charged and convicted of shoplifting four North Face jackets from a sporting goods store. In 2016, Salvatoriello was charged and convicted for shoplifting a Dyson vacuum. In 2016, she was also charged and convicted for acting as a lookout for an individual who removed \$233.51 worth of merchandise from a supermarket. In July 2017, Salvatoriello was charged with Criminal Attempted Burglary, Hindering by Giving False Information, Possession/Sale of Hypodermic Syringe and Use/Possession/Intent to Use Drugs. On July 29, 2017, Salvatoriello was found guilty of Criminal Trespass.

Salvatoriello currently holds a Substitute Credential, which expires in July 2019. Upon review of the above information, at its March 1, 2018 meeting, the Board voted to issue Salvatoriello an Order to Show Cause as to why her credential should not be revoked.

After a failed mailing attempt, the Board secured a new address for Salvatoriello and sent her the Order to Show Cause by regular and certified mail on May 25, 2018. The Order provided that Salvatoriello had 30 days to respond. The certified mail copy was returned as "Unclaimed" and the regular mail copy was not returned. Salvatoriello did not respond. On July 9, 2018 the Board sent Salvatoriello another notice by certified and regular mail providing her 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. Salvatoriello did not file a response.

Thereafter, pursuant to *N.J.A.C. 6A:9B-4.6(e)*, on July 31, 2018, the Board sent Salvatoriello 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 her failure to file an Answer. Thus, Salvatoriello 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 credential. It also explained that, upon review of the charges against her and the legal arguments tendered in her defense, the Board would determine if Salvatoriello's offense warranted action against her credential. Thereupon, the Board would also determine the appropriate sanction, if any. Salvatoriello was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail copy was returned as "Unclaimed" and the regular mail copy was not returned. Once again, Salvatoriello did not file a response.

The threshold issue before the Board in this matter is whether Salvatoriello's conduct constitutes conduct unbecoming a certificate holder or other just cause. Since Salvatoriello 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 December 17, 2018, the Board considered only the allegations in the Order to Show Cause and the information received from the CHRU. The Board concluded that no material facts related to Salvatoriello's offense were in dispute since she never denied that she had been convicted. 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 Salvatoriello had engaged in unbecoming conduct.

The Board must now determine whether Salvatoriello's conduct, as set forth in the Order to Show Cause, provides just cause to act against her credential 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). Salvatoriello’s multiple convictions for Shoplifting and Criminal Trespass clearly demonstrate conduct that is unacceptable for a role model. The Board therefore concludes that the appropriate response to her breach is the revocation of her credential.

Accordingly, on December 17, 2018, the Board voted to revoke Kara V. Salvatoriello’s Substitute Credential. On this 24th day of January 2019 the Board voted to adopt its formal written decision and it is therefore ORDERED that the revocation of Salvatoriello’s credential be effective immediately. It is further ORDERED that Salvatoriello return her credential 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.

Robert R. Higgins, Secretary
State Board of Examiners

RRH/MZ/th

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.