



violations it found, the Commission fully considered the nature of the offense and weighed the effects of aggravating circumstances.<sup>1</sup> Therefore, the Commission's recommended penalty in this matter will not be disturbed.

Accordingly, IT IS hereby ORDERED that Remond Palmer be removed from his position as a member of the Board as of the date of the filing of this decision.

IT IS SO ORDERED.<sup>2</sup>

COMMISSIONER OF EDUCATION

Date of Decision: November 12, 2004

Date of Mailing: November 12, 2004

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<sup>1</sup> Mr. Palmer did not participate in the hearing before the School Ethics Commission, nor did he respond in any manner to the charges herein notwithstanding the provision of several opportunities to do so. There were no mitigating circumstances presented to the Commission, therefore, for its consideration.

<sup>2</sup> This decision may be appealed to the State Board of Education pursuant to *N.J.S.A.* 18A:6-27 *et seq.* and *N.J.A.C.* 6A:4-1.1 *et seq.*