

**New Jersey Commissioner of Education**

**Final Decision**

Kelly Ellis-Foster,

Complainant,

v.

Salvatore Giordano, Board of Education of the  
Township of Old Bridge, Middlesex County,

Respondent.

**Synopsis**

Complainant alleged, *inter alia*, that respondent, a member of the Old Bridge Board of Education, violated a section of the School Ethics Act, *N.J.S.A. 18A:12-21 et seq* when he sent correspondence from his Board email address to members of the State Legislature and a member of the public that expressed his personal views, an action that had the potential to compromise the Board. The School Ethics Commission (SEC) determined that the respondent's actions violated *N.J.S.A. 18A:12-24.1(e)* of the Code of Ethics for School Board Members, and recommended a penalty of reprimand.

The case was forwarded to the Commissioner for final determination of the appropriate penalty in this matter. Upon review, the Commissioner concurred with the penalty recommendation of the SEC. Accordingly, the respondent shall be reprimanded as a school official found to have violated the School Ethics Act.

This synopsis is not part of the Commissioner's decision. It has been prepared for the convenience of the reader. It has been neither reviewed nor approved by the Commissioner.

239-23SEC  
SEC Dkt. No. C88-21  
OAL Dkt. No. EEC01269-22  
Agency Dkt. No. 176-6/23

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Respondent.

The Commissioner has reviewed the record of this matter and the June 27, 2023 decision of the School Ethics Commission (Commission). The Commission found that respondent Salvatore Giordano, a member of the Old Bridge Board of Education (Board), violated *N.J.S.A. 18A:12-24.1(e)* of the Code of Ethics for School Board Members. The Commission recommended a penalty of reprimand for the violation. The Commission's decision was forwarded to the Commissioner for final determination on the recommended penalty pursuant to *N.J.S.A. 18A:12-29(c)*. Respondent neither filed exceptions to the recommended penalty nor instituted an appeal, pursuant to *N.J.A.C. 6A:4-1 et seq.*, of the Commission's underlying finding of violation.

Upon review, the Commissioner concurs with the penalty recommended by the Commission for respondent's use of his Board email address to send correspondence to

members of the State Legislature and a member of the public that expressed his personal views, which had the potential to compromise the Board.

Accordingly, respondent is hereby reprimanded as a school official found to have violated the School Ethics Act.

IT IS SO ORDERED.<sup>1</sup>

  
ANGELINA ALLEN McMILLAN, Ed.D.  
ACTING COMMISSIONER OF EDUCATION

Date of Decision: August 7, 2023

Date of Mailing: August 9, 2023

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<sup>1</sup> This decision may be appealed to the Appellate Division of the Superior Court pursuant to *N.J.S.A.* 18A:6-9.1. Under *N.J.Ct.R.* 2:4-1(b), a notice of appeal must be filed with the Appellate Division within 45 days from the date of mailing of this decision.