

New Jersey Commissioner of Education
Final Decision

In the Matter of Ardie Walser, Teaneck Board of
Education, Bergen County

This matter involves an appeal of a School Ethics Commission (Commission) determination that Ardie Walser (appellant), while serving as President and Member of the Teaneck Board of Education (Board), violated *N.J.S.A. 18A:12-24(a)* and *N.J.S.A. 18A:12-24(c)* of the School Ethics Act (Act). The Commission found that appellant violated the Act by utilizing his Board title and position to generate clients and volunteers for his non-profit organization, Math Adventures and Word Play (MAWP), which provides free tutoring to students in Teaneck and other areas in northern New Jersey and New York City.

Having carefully reviewed the record in its entirety, the Commissioner finds that the Commission's decision with respect to the violation of *N.J.S.A. 18A:12-24(a)* is supported by sufficient credible evidence, and that appellant failed to establish that the decision is arbitrary, capricious, or contrary to law. *N.J.A.C. 6A:4-4.1(a)*. However, the Commissioner rejects the Commission's decision with respect to the violation of *N.J.S.A. 18A:12-24(c)* because it is unsupported by the record. The Commissioner further finds that the penalty of reprimand was appropriate.

In his appeal to the Commissioner, appellant argues: (1) no actual or potential conflict of interest existed stemming from appellant's dual role as Board President and founder of MAWP; (2) no probable cause existed in this matter; and (3) an inherent conflict of interest is found in the Commission's prosecution of and rendering of final decisions in cases brought under the Act. In response, the Commission maintains that: (1) appellant's conduct violated *N.J.S.A. 18A:12-24(a)* and *N.J.S.A. 18A:12-24(c)*; (2) probable cause existed in this matter; and (3) the Commission is permitted to bring complaints and render final decisions pursuant to its jurisdiction granted by the Act.

In adjudicating appeals from decisions of the Commission, the Commissioner must "ascertain whether the decision is supported by sufficient credible evidence in the record and shall not disturb the decision unless the appellant has demonstrated that [the Commission] acted in a manner that was arbitrary, capricious, or contrary to law." *N.J.A.C. 6A:4-4.1(a)*. Upon a comprehensive review of the record, the Commissioner finds that the Commission's decision with respect to the violation of *N.J.S.A. 18A:12-24(a)* is supported by sufficient credible evidence, and that appellant has not established that the Commission acted in a manner that was arbitrary, capricious, or contrary to law.

When enacting the School Ethics Act, the Legislature declared that "it is essential that the conduct of members of local boards of education . . . hold the respect and confidence of the people. These board members . . . must avoid conduct which is in violation of their public trust or which creates a justifiable impression among the public that such trust is being violated." *N.J.S.A. 18A:12-22(a)*. In furtherance of that important goal, *N.J.S.A. 18A:12-24(a)* provides that no Board member "shall have an interest in a business organization or engage in any business,

transaction, or professional activity, which is in substantial conflict with the proper discharge of his duties in the public interest.”

Regarding the violation of *N.J.S.A. 18A:12-24(a)*, the Commission found that appellant’s substantial conflict stems from the use of his Board title and position to generate clients and volunteers for MAWP. Appellant does not contest the fact that, as reflected in the record, he arranged and promoted MAWP to Teaneck students and teachers through emails sent from his Board email address. Nor does he contest the fact that, as confirmed by witness testimony, he asked the district to help promote MAWP through flyers and information posted on district websites. The Commission’s decision is supported by Advisory Opinions A03-21 and A04-21, which explain that while involvement in a non-profit is not a *per se* violation of the Act, Board members shall not utilize their position on the Board to directly promote their non-profit organization to district families or employees as that would interfere with the proper discharge of their duties as a Board member.

As for the violation of *N.J.S.A. 18A:12-24(c)*, the Act provides that no Board member “shall act in his official capacity in any matter where he . . . has a personal involvement that is or creates some benefit to” him or his immediate family. The Commission found that “a reasonable person would view [appellant] as lacking objectivity or independence while performing his responsibilities as a Board member when he was also promoting his nonprofit to the parents in his community, as well as to the staff and teachers.” Commission’s Final Decision, at 8. The cases cited by the Commission in its brief regarding violations of *N.J.S.A. 18A:12-24(c)* involve Board members who acted in their official capacities by voting on a matter in which they had a conflict. However, there is nothing in the record to suggest that appellant voted on a matter concerning

MAWP or anything related to it. Nor does the Commission's decision identify any Board matter concerning or related to MAWP in which appellant participated in his official capacity. Thus, the Commissioner concludes that the Commission's determination regarding a violation of *N.J.S.A. 18A:12-24(c)* is not supported by substantial, credible evidence in the record.

The Commissioner rejects appellant's remaining arguments pertaining to a lack of probable cause and an inherent conflict of interest existing within the Commission's functions. The Commission's probable cause findings are preliminary determinations that "shall not constitute final agency action." *N.J.A.C. 6A:28-9.7(c)*. Once the Commission, by majority vote, determined here that probable cause existed for some of the allegations in the complaint, the Commission appropriately transmitted the matter to the Office of Administrative Law (OAL) for a contested hearing. *N.J.A.C. 6A:28-9.7; N.J.A.C. 6A:28-9.8*. Following transmittal, the complainant is no longer a party, and the Attorney General's Office, who serves as counsel for the Commission, litigates "the allegations in the complaint for which the Commission found probable cause to credit." *N.J.A.C. 6A:28-9.8(a)(2)*. That is what occurred here. The record reflects that appellant, who is represented by counsel, had a full and fair opportunity to defend himself against the allegations.

Moreover, the regulations dictate that "the hearing shall be limited to the allegation(s) in the complaint for which the Commission found probable cause." *N.J.A.C. 6A:28-9.8(d)*. The hearing is not intended to be an opportunity to challenge the Commission's preliminary probable cause determination in and of itself. Furthermore, the Commission is authorized by the Legislature to both render probable cause determinations and to ultimately determine—after the contested hearing at the OAL—whether the alleged conduct constitutes a violation of the

Act. *N.J.S.A.* 18A:12-29. The record fails to support appellant's contention that the Commission somehow acted inappropriately or infringed upon appellant's due process rights when fulfilling that statutory mandate.

In sum, the Commissioner affirms the Commission's conclusion that appellant violated *N.J.S.A.* 18A:12-24(a) and rejects the Commission's conclusion that appellant violated *N.J.S.A.* 18A:12-24(c). Finally, the Commissioner concurs with the Commission that the penalty of reprimand—the least severe penalty—is appropriate and reasonable under the circumstances.

Accordingly, appellant is hereby reprimanded as a school board member found to have violated the Act.

IT IS SO ORDERED.¹


COMMISSIONER OF EDUCATION

Date of Decision: August 6, 2026
Date of Mailing: August 6, 2026

¹ 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.

***Before the School Ethics Commission
OAL Docket No.: EEC-08965-23
SEC Docket No.: C75-18
Final Decision***

***I/M/O Ardie Walser
Teaneck Board of Education, Middlesex County,
Respondent***

I. Procedural History

This matter arises from a Complaint that was filed on December 14, 2018,¹ by Michael Pagan (Complainant), alleging that Ardie Walser (Respondent Walser) and Shahanzaz Arjumand (Respondent Arjumand) (collectively referred to as Respondents), members of the Township of Teaneck Board of Education (Board), violated the School Ethics Act (Act), *N.J.S.A.* 18A:12-21 *et seq.* The Complaint alleged that Respondent Walser violated *N.J.S.A.* 18A:12-24(a), *N.J.S.A.* 18A:12-24(c), and *N.J.S.A.* 18A:12-24(d) in Counts 1-4, and that Respondent Arjumand violated *N.J.S.A.* 18A:12-24(a), *N.J.S.A.* 18A:12-24(c), and *N.J.S.A.* 18A:12-24(d) in Count 3.

On December 17, 2018, the Complaint was served on Respondents, via regular and certified mail, notifying them that charges were filed against them with the Commission, and advising that they had twenty (20) days to file a responsive pleading. On January 22, 2019, and after receiving an extension, Respondents filed a Motion to Dismiss in Lieu of Answer (Motion to Dismiss), and also alleged that the Complaint is frivolous. On February 11, 2019, Complainant filed a response to the Motion to Dismiss and allegation of frivolous filing. In his filing, Complainant agreed to voluntarily withdraw all allegations against Respondent Arjumand, thus leaving Respondent Walser as the only remaining Respondent.

The parties were notified by correspondence dated March 18, 2019, that this matter would be placed on the Commission's agenda for its meeting on March 26, 2019, in order to make a determination regarding the Motion to Dismiss and the allegation of frivolous filing. At its meeting on March 26, 2019, the Commission considered the filings in this matter and, at a special meeting on May 2, 2019, the Commission voted to deny the Motion to Dismiss in its entirety, and to direct Respondent Walser to file an Answer to Complaint (Answer) within twenty (20) days. The Commission also voted to find the Complaint not frivolous, and to deny the request for sanctions. On May 23, 2019, Respondent Walser filed an Answer as directed.

By correspondence dated June 11, 2019, the parties were advised that this matter would be placed on the Commission's agenda for its special meeting on June 19, 2019, in order to make a determination regarding probable cause. At its special meeting on June 19, 2019, the Commission considered the filings in this matter, and at its meeting on July 23, 2019, the

¹ On December 5, 2018, Complainant filed a deficient Complaint; however, on December 14, 2018, Complainant cured all defects and filed an Amended Complaint that was deemed compliant with the requirements detailed in *N.J.A.C.* 6A:28-6.3.

Commission voted to find probable cause for all of the allegations in the Complaint. Based on its finding of probable cause, the Commission also voted to transmit the within matter to the Office of Administrative Law (OAL) for a hearing.

In March 2021, the Commission served interrogatories and requests for production of documents on Respondent through his counsel, Philip E. Stern, Esq. (Stern) of the law firm of DiFrancesco, Bateman, Kunzman, Davis, Lehrer & Flaum, PC. Stern failed to respond to the discovery requests. In March 2022, the Commission served requests for admissions on Stern; he again failed to respond. During 2022, Stern also failed to appear for three conferences scheduled by the Administrative Law Judge (ALJ). In May 2022, the Commission filed a motion to deem admitted the requests for admission and to strike Respondent's answer for failure to respond to discovery requests. In January 2023, the ALJ granted the motion, and the parties requested that the file be returned to the Commission. On April 14, 2023, the ALJ issued an Initial decision dismissing the matter. On June 27, 2023, the Commission rejected the Initial Decision, finding that because the answer had been stricken, the matter was no longer a contested case, and the Commission's regulations provide that the matter should be determined on a summary basis. The Commission found that Respondent had violated the Act and recommended a penalty of censure. On appeal to the Commissioner of Education, the Commissioner concluded that Respondent was not responsible for the behavior of his attorney, and that it should be remanded to the Commission for further proceedings. See Agency Dkt. No. 7-7/23A. The Commission decided to re-transmit to OAL for further proceedings.

At the OAL, after the conclusion of the testimony, Respondent renewed his Motion to Dismiss which was granted by the ALJ. The record closed on May 1, 2025, and the ALJ issued an Initial Decision on June 13, 2025, concluding Respondent did not violate *N.J.S.A. 18A:12-24(a)*, *N.J.S.A. 18A:12-24(c)* and/or *N.J.S.A. 18A:12-24(d)*, and dismissing the matter. Thereafter, Petitioner filed exceptions to the Initial Decision, in accordance with *N.J.A.C. 1:1-18.4*, and Respondent filed a reply thereto.

At its meeting on July 22, 2025, the Commission considered the full record in this matter. Thereafter, at its meeting on August 19, 2025, the Commission voted to adopt the ALJ's findings of fact, reject the legal conclusions to find that Respondent violated *N.J.S.A. 18A:12-24(a)* and *N.J.S.A. 18A:12-24(c)*, adopt the legal conclusion that Respondent did not violate *N.J.S.A. 18A:12-24(d)*, and recommended that a penalty of reprimand be imposed.

II. Initial Decision

According to the ALJ, the initial Complaint contended that Respondent used the Board's website to promote his own business while he was the Board President. The ALJ maintains that at the time of the filing, Complainant and Respondent were "political adversar[ies]" "only to later come together and work closely" and the Commission "never explored [Complainant's] motivation for bringing the complaint, yet it based its findings primarily on what he originally stated without a more thorough investigation." *Initial Decision* at 3.

The ALJ avers that after denying Complainant's "direct appeal to the Commission to withdraw the complaint, the State called several witnesses during the hearing in an effort to

prove the allegations against [Respondent].” *Ibid.* However, the ALJ maintains none of the witnesses could provide any evidence to support that Respondent violated the Act, and even Complainant admitted he did not believe the charges should be sustained. *Ibid.*

Per the ALJ, “[t]he theory and rationale behind the EEC’s [(sic)] case seems to be solely based on what it was told by [Complainant].” *Id.* at 4. However, the ALJ asserts that “after considering the entire matter, there is insufficient evidence to support even the initial finding of probable cause in connection with any of the claims against [Respondent].” *Ibid.*

The ALJ made the following findings of fact based on the witness testimony and evidentiary documentation:

- While serving as the Board President, Respondent also started and served as chair of the board of a local non-profit Math Adventures and Word Play (MAWP).
- MAWP provides free tutoring and enrichment to students from communities throughout NJ and NYC.
- While serving as a Board member, MAWP issues have never come before the Board as an agenda item requiring action.
- As an all-volunteer organization, MAWP services are provided by church members, high school and college students and teachers.
- Respondent’s position on the Board, as well as his role for MAWP were both strictly volunteer, unpaid, with no compensation involved.
- Seeking to enhance the learning experience of Teaneck students, some of whom require extra help and assistance, Respondent arranged and promoted MAWP to local students and teachers.
- The listing which was done several times through emails and flyers, was done with the approval of the Superintendent, as well as two other former school officials who testified.
- Respondent serves as an example and model of the type of individual who should be serving on local boards.

Initial Decision at 2-6.

The ALJ further finds that Respondent acted appropriately. *Id.* at 6. The ALJ also finds that Complainant’s testimony and request to dismiss the Complaint demonstrates that there was insufficient probable cause to turn the matter into a formal complaint. *Ibid.* The ALJ further finds the act of circulating the availability of MAWP’s free services was done with the approval of District administrators, a fact which was not explored or considered by the Commission. *Ibid.* The ALJ also finds that at all times relevant, Respondent did not violate the Act. *Ibid.* Finally, the ALJ finds all aspects of the original complaint filed against Respondent cannot be sustained and should be dismissed. *Ibid.*

III. Exceptions

Petitioner's Exceptions

Petitioner initially notes the parties stipulated to the fact that Respondent and then Board President provided services to the community through a non-profit (MAWP), used his Board email to publicize his non-profit, and asked District staff and administrators to publicize his organization to the community.

As to the exceptions, Petitioner maintains that the ALJ “erroneously” dismissed the matter because Complainant testified that he attempted to withdraw the Complaint. Petitioner argues that the law does not allow a complainant to withdraw a complaint alleging prohibited acts after there is a finding of probable cause. Moreover, “where there are allegations of prohibited acts, [], the complainant is no longer [] a party to the complaint and has no authority to withdraw the complaint.” Petitioner further argues this matter was already at the OAL for “factfinding” when Complainant decided to withdraw his complaint. Therefore, it was “insufficient justification for the ALJ to dismiss the complaint without even giving due consideration to the evidence.”

Next, Petitioner notes that the Initial Decision does not include any factual details from the Commission’s witnesses, nor does it detail the Commission’s exhibits. Petitioner asserts these details support that Respondent violated the Act. Namely, Petitioner points out that public advisory opinions, namely *Advisory Opinion A03-21* and *Advisory Opinion A04-21*, as well as the decisions regarding Friends Retirement Concepts v. Bd. of Educ. of the Borough of Somerville, 356 N.J. Super. 203, 213 (Law Div. 2002), In re Perrino, Little Egg Harbor Twp. Bd. of Educ., Ocean Cnty., C30-14 (July 28, 2015) (citing In re Haines, Haddonfield Bd. of Educ., Camden Cnty., C07-00 (Sept. 27, 2000), *aff’d*, (Nov. 27, 2000), and In re Famularo, Asbury Park Bd. of Educ., Monmouth Cnty., CO23-96 (Jan. 27, 1998), penalty modified, (Feb. 24, 1998) all support the conclusion that Respondent violated the Act.

Third, Petitioner argues it takes exceptions to the ALJ’s legal conclusion that Respondent did not violate the Act when he, as Board President, “provided services to his very own community, advertised the services he was providing to his own community, and then requested school administrators to advertise the services that [Respondent] was providing.”

Finally, Petitioner maintains that Respondent violated *N.J.S.A.* 18A:12-24(a), *N.J.S.A.* 18A:12-24(c) and *N.J.S.A.* 18A:12-24(d) of the Act, and further maintains that a censure is the appropriate penalty.

Respondent's Reply to Petitioner's Exceptions

Respondent maintains that he is “humbled by and thankful for the ALJ’s Initial Decision,” and he “accepts each and every word set forth.”

Respondent inquires why the Commission is pursuing this matter and notes that the Commission “owes [Respondent] an explanation for putting him through this nightmare.”

Respondent argues that he “refuses to dignify the SEC’s reruns of its age-old, pointless arguments that [Respondent] violated the [Act] by, *ipso facto*, contributing his vast talents to MAWP and the [Board] at the same time.”

IV. Analysis

Following receipt of an initial decision, “the Commission may reject or modify conclusions of law, interpretations of agency policy, or findings of fact not relating to issues of credibility of lay witness testimony, but shall clearly state the reasons for so doing.” *N.J.A.C.* 1:1-18.6. Further, the “order or final decision rejecting or modifying the initial decision shall state in clear and sufficient detail the nature of the rejection or modification, the reasons for it, the specific evidence at hearing and interpretation of law upon which it is based and precise changes in result or disposition caused by the rejection or modification.” *Id.*

The Commission disagrees that sufficient probable cause did not exist in this matter. A finding of probable cause by the Commission is not an adjudication on the merits, but rather, an initial review whereupon the Commission makes a preliminary determination whether the matter should proceed to an adjudication on the merits, or whether further review is not warranted. Given the breadth of public advisory opinions and other case law with similar fact patterns where violations of the Act were found, the Commission finds that it was appropriate for this matter to proceed to a fact-finding hearing. The Commission does not typically interview or ask either party or witnesses to testify as those often require determinations of credibility that are best determined by an ALJ. Pursuant to *N.J.A.C.* 6A:28-8.3, in determining whether to grant a motion to dismiss, the Commission shall review the facts in the light most favorable to the complainant and determine whether the allegation(s), if true, could establish a violation of the Act. Therefore, the Commission finds that probable cause did exist in this matter, and it was appropriately transmitted to the OAL for a hearing.

The Commission also notes that pursuant to *N.J.A.C.* 6A:28-6.1(a), any person may file a complaint alleging a violation of the Act. The Commission treats every complaint equally and with the same care. The ALJ noted that the Complainant in this matter was a political adversary of Respondent and remarked that “the Commission never explored Mr. Pagan’s initial motivation for bringing the complaint.” *Id.* at 3. The Act does not require the Commission to explore the motivation or intent behind the complaint. Indeed, the Commission expects that, given the nature of the Act and the board of education elections, most complaints will be filed by political adversaries. That being said, the Commission reviews each complaint carefully and without prejudice.

As for potential withdrawals by Complainant, pursuant to *N.J.A.C.* 6A:28-9.6 Complainant may submit a written request to the Commission to withdraw the complaint prior to a finding of probable cause by the Commission. The Commission enforces this regulation partly to avoid complaints being filed solely for the purpose of political animosity but also to avoid potential quid pro quo deals being made.

To this end, upon a careful, thorough, and independent review of the record, the Commission adopts the ALJ's findings of fact, rejects the ALJ's legal conclusions to find that Respondent violated *N.J.S.A.* 18A:12-24(a) and *N.J.S.A.* 18A:12-24(c), adopts the legal conclusion that Respondent did not violate *N.J.S.A.* 18A:12-24(d), and recommends that a penalty of reprimand be imposed.

At the outset, the Commission notes that, while a Board member's simultaneous service both on the Board and on a nonprofit, including in a leadership role, is not a *per se* conflict of interest, situations or circumstances may arise based on the dual positions that result in violations of the Act. See *Advisory Opinion A07-00* (A07-00) and *Advisory Opinion A15-18* (A15-18). As MAWP does not appear to be an organization under the control of, overseen by, or otherwise managed by the Board and/or the District, the Act does not *per se* prohibit Respondent's involvement in this organization generally, or in a leadership role. Accordingly, Respondent has not engaged in a violation of the Act simply due to his membership on both the Board and as the founder/director of MAWP. Therefore, the Commission agrees with the ALJ that a violation has not occurred with respect to *N.J.S.A.* 18A:12-24(d),² and therefore, dismisses this violation.

However, the Commission finds that Respondent's conflict of interest stems from the use of his Board title and position as a means to generate clients and volunteers for his nonprofit. The fact that Respondent does not receive money from the nonprofit does not alleviate him of this conflict. In *Advisory Opinion A03-21* (A03-21), a Board member established a non-profit entity "aimed at helping 'families in crisis' with their basic needs" during the pandemic, such as through grocery gift cards, meals, supplies, or paying a household bill. The Commission advised although laudable, the Board member would violate the Act if he/she or the non-profit "directly solicited financial contributions, donations, or supplies from District families; provided services to District families; and/or collaborated with District [Parent Teacher Organization] [(PTO)]" while he/she is a Board member. Similarly, in *Advisory Opinion A04-21* (A04-21), prior to being elected to the Board, a Board member became a chapter leader for a non-profit organization that focused on the health benefits of delaying school start times for middle and high school students. The Board member received "no personal benefit (monetary or otherwise)" related to his/her membership in the non-profit. The Commission advised that not only should the Board member recuse from any matter involving the non-profit that comes before the board of education, but he/she should "not attempt to provide any information regarding the [n]on-[p]rofit to the Board, employees of the District, and/or District families." The Commission has previously advised that board members involved in non-profit organizations are prohibited from donating goods or services within the District where they serve as a Board member or collaborating with the PTO. Similarly, in this matter, Respondent should not have arranged and promoted MAWP to local students and teachers while he was also serving on the Board.

² *N.J.S.A.* 18A:12-24(d) provides "no school official shall undertake any employment or service, whether compensated or not, which might reasonably be expected to prejudice his independence of judgment in the exercise of his official duties."

Pursuant to *N.J.S.A.* 18A:12-24(a), “[n]o school official or member of his immediate family shall have an interest³ in a business organization or engage in any business, transaction, or professional activity which is in substantial conflict with the proper discharge of his duties in the public interest.” In A03-21 and A04-21, the Commission made clear that Board members involved in non-profit entities are prohibited from providing services to District families or collaborating with the PTO, or providing information regarding the non-profit to the Board, employees of the District, or District families. Notably, the Commission did not advise that Board members could not be involved in those organizations, but rather a conflict would arise when those organizations become involved/associated with the District, while they are Board members. It is clear from the record that Respondent is the director of the nonprofit. It is also clear from the record that Respondent arranged and promoted MAWP to local students and teachers on several occasions. Consistent with its advice in A03-21 and A04-21, the Commission finds that while Respondent’s leadership role in the nonprofit does not, *on its own*, create a conflict for Respondent, the incidents where he arranged and promoted his nonprofit to local students and teachers within the same district where he serves as a Board member, is in substantial conflict with the proper discharge of Respondent’s duties as a Board member, even if the services provided by the nonprofit are free. Further, this arrangement, in which students and parents receive emails and flyers advising them of MAWP’s services creates a conflict with the parents, teachers, and students who may feel pressured to use and/or volunteer for this nonprofit. While the ALJ surmised that the listing was done with the approval of school officials, including the Superintendent, this does not negate the conflict that Respondent has with his nonprofit. As a Board member, who receives training, Respondent is responsible to know whether he has a conflict, and/or Respondent may consult with Board counsel to confirm any conflicts. It is not the administration’s responsibility to inform Respondent, who is responsible for overseeing the employment of the Superintendent, whether a conflict may exist. Accordingly, the involvement of Respondent’s nonprofit in the District, while he is a Board member, creates a substantial conflict for Respondent, in violation of *N.J.S.A.* 18A:12-24(a).

N.J.S.A. 18A:12-24(c) prohibits a school official from acting in his official capacity in a matter where he, a member of his immediate family, or a business organization in which he has an interest, has a direct or indirect financial involvement that might reasonably be expected to impair his objectivity or independence of judgment, and from acting in his official capacity in a matter where he or a member of his immediate family has a personal involvement that is or creates some benefit to him or a member of his immediate family. The standard for evaluating whether *N.J.S.A.* 18A:12-24(c) has been violated are the “same standards set forth by our Supreme Court in [*Wyzykowski v. Rizas*, 132 N.J. 509 (1993).]” *Friends Retirement Concepts v. Board of Education of the Borough of Somerville*, 356 N.J. Super. 203, 214 (Law Div. 2002). In *Wyzykowski*, the Supreme Court recognized four situations involving conflicts of interest that require disqualification from voting, two of which are relevant to the instant matter:

“*Direct personal interest*,” when an official votes on a matter that benefits a blood relative or close friend in a non-financial way, but a matter of great importance, as in the case of a councilman’s

³ “Interest” is defined as “the ownership or control of more than 10% of the profits, assets, or stock of a business but shall not include the control of assets in a labor union.” *N.J.S.A.* 18A:12-23.

mother being in the nursing home subject to the zoning issue; and . . . “*Indirect Personal Interest*,” when an official votes on a matter in which an individual’s judgment may be affected because of membership in some organization and a desire to help that organization further its policies.

[*Wyzykowski*, 132 N.J. at 525-26 (emphasis added) (citing Michael A. Pane, *Conflict of Interest: Sometimes a Confusing Maze, Part II*, *New Jersey Municipalities*, March 1980, at 8, 9.)]

Essentially, “[t]he question will always be whether the circumstances could reasonably be interpreted to show that they had the likely capacity to tempt the official to depart from his sworn public duty.” *Friends*, 356 N.J. Super. at 214. While the ALJ states that there was not “even a scintilla of evidence that [Respondent] and/or MAWP received any financial gain from the relationship,” and therefore, a violation of subsection (c) cannot be substantiated, the Commission finds that this is the incorrect standard for subsection (c). As the above cases have held, conflicts of direct personal interest or indirect personal interest can be present despite Respondent not receiving a salary or any financial benefit from his nonprofit.

The Commission has found, “in determining whether there is a violation of *N.J.S.A.* 18A:12-24(c), the determinative factor is the public’s perception and not the school official’s belief as to whether he could participate in a matter objectively.” *I/M/O James Famularo*, Docket No. C23-96 (February 24, 1998). The violation is “based on an actual relationship that a reasonable person would expect to create a conflict of interest.” *Ibid.* In the current matter, the Commission disagrees with the ALJ that Respondent has not violated *N.J.S.A.* 18A:12-24(c). The Commission believes that a reasonable person would view Respondent as lacking objectivity or independence while performing his responsibilities as a Board member when he was also promoting his nonprofit to the parents in his community, as well as to the staff and teachers. Therefore, the Commission agrees that a violation of *N.J.S.A.* 18A:12-24(c) has been substantiated.

With respect to a penalty, the Commission finds that a penalty of reprimand is appropriate in this matter.

V. Decision

For the aforementioned reasons, the Commission adopts the ALJ’s findings of fact, rejects the ALJ’s legal conclusions to find that Respondent violated *N.J.S.A.* 18A:12-24(a) and *N.J.S.A.* 18A:12-24(c), adopts the legal conclusion that Respondent did not violate *N.J.S.A.* 18A:12-24(d), and recommends that a penalty of reprimand be imposed. As such, the Commission modifies the Initial Decision and recommends a penalty of reprimand.

Pursuant to *N.J.S.A.* 18A:12-29(c), this decision shall be forwarded to the Commissioner of Education for review of the Commission’s recommended penalty. The parties may either: 1) file exceptions to the recommended sanction; 2) file an appeal of the Commission’s finding of

a violation; or 3) file both exceptions to the recommended sanction together with an appeal of the finding of a violation.

Parties taking exception to the recommended sanction of the Commission but *not disputing* the Commission's finding of a violation may file, **within thirteen (13) days** from the date the Commission's decision is forwarded to the Commissioner, written exceptions regarding the recommended penalty to the Commissioner. The forwarding date shall be the mailing date to the parties, as indicated below. Such exceptions must be forwarded to: Commissioner of Education, c/o Bureau of Controversies and Disputes, P.O. Box 500, Trenton, New Jersey 08625, marked "Attention: Comments on Ethics Commission Sanction," as well as to (ControversiesDisputesFilings@doe.nj.gov). A copy must also be sent to the Commission (school.ethics@doe.nj.gov) and all other parties.

Parties seeking to appeal the Commission's finding of violation *must* file an appeal pursuant to the standards set forth at *N.J.A.C. 6A:4:1 et seq.* **within thirty (30) days** of the filing date of the decision from which the appeal is taken. The filing date shall be three (3) days after the date of mailing to the parties, as shown below. In such cases, the Commissioner's review of the Commission's recommended sanction will be deferred and incorporated into the Commissioner's review of the finding of violation on appeal. Where a notice of appeal has been filed on or before the due date for exceptions to the Commission's recommended sanction (thirteen (13) days from the date the decision is mailed by the Commission), exceptions need not be filed by that date, but may be incorporated into the appellant's briefs on appeal.



Robert W. Bender, Chairperson

Mailing Date: August 19, 2025

***Resolution Adopting Decision
in Connection with C75-18***

Whereas, at its meeting on August 22, 2023, the School Ethics Commission (Commission) voted to transmit the above-captioned matter to the Office of Administrative Law (OAL) for a hearing; and

Whereas, the Administrative Law Judge (ALJ) issued an Initial Decision dated May 15, 2025; and

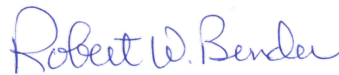
Whereas, the ALJ found that Respondent did not violate *N.J.S.A. 18A 12:24(a)*, *N.J.S.A. 18A: 12-24(c)* and/or *N.J.S.A. 18A:12-24(d)*, and dismissed the matter; and

Whereas, Petitioner filed exceptions to the Initial Decision and Respondent filed a reply; and

Whereas, at its meeting on July 22, 2025, the Commission reviewed the record in this matter, discussed adopting the ALJ's findings of fact, rejecting the ALJ's legal conclusions to find that Respondent violated *N.J.S.A. 18A:12-24(a)* and *N.J.S.A. 18A:12-24(c)*, adopting the legal conclusion that Respondent did not violate *N.J.S.A. 18A:12-24(d)*, and recommending a penalty of reprimand be imposed; and

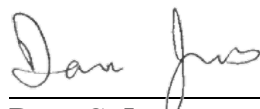
Whereas, at its meeting on August 19, 2025, the Commission reviewed and voted to approve the within decision as accurately memorializing its actions/findings from its meeting on July 22, 2025; and

Now Therefore Be It Resolved, the Commission hereby adopts the within decision.



Robert W. Bender, Chairperson

I hereby certify that this Resolution was duly adopted by the School Ethics Commission at its special meeting on August 19, 2025.



Dana C. Jones
School Ethics Commission



State of New Jersey
OFFICE OF ADMINISTRATIVE LAW

INITIAL DECISION

OAL DKT. NO. EEC 14380-23
AGENCY DKT. NO. C75-18
(ON REMAND)
OAL DKT. NO. EEC 10572-19
AGENCY DKT. NO. C75-18

**IN THE MATTER OF ARDIE WALSER,
TOWNSHIP OF TEANECK BOARD OF
EDUCATION, BERGEN COUNTY.**

Sadia Ahsannudin, DAG, appearing pro se petitioner/complainant School Ethics
Commission

Philip Stern, Esq., for respondent Ardie Walser (DiFrancesco, Bateman, et.al.
attorneys)

Record Closed: May 1, 2025

Decided: June 13, 2025

BEFORE **ANDREW M. BARON**, ALJ

PROCEDURAL HISTORY AND STATEMENT OF CASE

On December 5, 2018, original complainant Michael Pagan filed a complaint against Ardie Walser, who at the time was serving as President of the Teaneck Board of Education. The complaint alleged that Walser used his board email account and the school website to promote a non-profit business in which he served as a board member. In violation of N.J.S.A. 18A 12:24(a), N.J.S.A. 18A: 12-24(c) and N.J.S.A. 18A:12-24(d).

Based on the sole information provided by Mr. Pagan, the Commission found probable cause for the potential existence of a violation of the School Ethics Act and transmitted the case to the Office of Administrative Law for hearing.

On January 22, 2019, Dr. Walser filed a motion to dismiss which was denied by the Commission on May 2, 2019. On July 23, 2029, the School Ethics Commission made a probable cause determination and transmitted the matter to the Office of Administrative Law (OAL) for determination as a contested case, pursuant to N.J.S.A. 52:14B-1 to -15 and N.J.S.A. 52:14F-1 to 13.

At the conclusion of the testimony presented before the Office of Administrative Law hearing, Dr. Walser through his attorney Mr. Stern renewed his motion to dismiss.

A request made by the original complainant Mr. Pagan to dismiss the complaint was denied by the Commission.

For the reasons set forth herein, the motion to dismiss is hereby **GRANTED**.

DISCUSSION

Dr. Walser was elected to serve as a member of the Teaneck Board of Education in 2005, and for thirteen of the fifteen years he served on the board ending in 2020, he was selected by his fellow board members to serve as president.

In an effort to enhance and support district students as well as others through North Jersey and New York City where he serves as a Professor and Associate Dean at City College, Dr. Walser was a co-founder of Math Adventures and Word Play (MAWP).

Complainant Michael Pagan is an active citizen and currently serves as Mayor of Teaneck where he also monitors school board matters. In 2018 when he filed the complaint against Dr. Walser with the EEC, he was not yet in office. The initial complaint contended that Dr. Walser, while serving as president of the local board of education, used the board's website to promote his own business. Censure was recommended.

At the time Mr. Pagan filed the complaint against Dr. Walser, he was a political adversary of Dr. Walser, only to later come together and work closely with Dr. Walser when Mr. Pagan was elected to serve as Mayor of Teaneck. The Commission never explored Mr. Pagan's initial motivation for bringing the complaint, yet it based its findings primarily on what he originally stated without a more thorough investigation.

During his testimony, Mr. Pagan revealed that after learning more about what Dr. Walser was trying to accomplish, including but not limited to the fact that he did not profit from his actions, Mr. Pagan asked the Board to dismiss the complaint, but was rebuffed since the Commission had taken jurisdiction and felt there was probable cause for the case to continue.

Mr. Pagan admitted that there was no indication of financial solicitations by Dr. Walser while serving as board president on behalf of MAWP, nor could he represent that Dr. Walser had received any financial gain from MAWP while serving on both boards.

After denying Mr. Pagan's direct appeal to the Commission to withdraw the complaint, the State called several witnesses during the hearing in an effort to prove the allegations against Dr. Walser.

Interestingly, in addition to Mr. Pagan who candidly admitted he did not believe the charges should be sustained, none of the other witnesses called by the Deputy representing the Commission could offer any evidence or indication that Dr. Walser had violated any aspect of the School Ethics Code. In fact, each of them confirmed Dr. Walser's role as an advocate for students throughout his tenure on the board, and believed he was always in the corner of the parents and students.

Gerald Reiner, a member of Teaneck Organization of Public Schools, testified that he was aware of the services of MAWP and appreciated the efforts of Dr. Walser to introduce the organization to the district. Mr. Reiser, who served as a new member of the board of education, knew of no financial gain by Dr. Walser through his affiliation with

MAWP. In fact, Mr. Reiser served as a volunteer tutor with MAWP for a period of time because he believed in the organization's mission.

Linda Kuhran, who served as Executive Assistant to the Superintendent, testified that the information about MAWP was circulated with the knowledge and approval of either the District Communications Director or the Superintendent himself.

Theresa Corallo, the former Supervisor of Community Relations and Volunteer Services, testified that MAWP was considered by district administrators to be a "community partner" with the schools. Ms. Corallo also testified that she could never recall a time when Dr. Walser did not first seek approval from district officials before offering any services or events provided by MAWP.

Former superintendent Dr. Christopher Irving testified that he had such confidence in what Dr. Walser was doing for district students that he had his full confidence, but again, always sought permission and approval before doing so. On more than one occasion, Dr. Irving checked in on the program being offered free to Teaneck students and approved of what he saw.

In finding probable cause to issue the complaint against Dr. Walser, none of these officials who were involved with approval MAWP as a partner with the district, were interviewed in depth. Nor did the Commission ask or consider at the time Mr. Pagan came to it, that Mr. Pagan himself may have had a political agenda, since he was running for office.

The theory and rationale behind the EEC's case seems to be solely based on what it was told by Mr. Pagan. Yet, in accordance with the "reasonable suspicion" standard for determining probable case, and the preponderance standard for carrying its burden, after considering the entire matter, there is insufficient evidence to support even the initial finding of probable cause in connection with any of the claims against Dr. Walser. With the testimony of Mr. Pagan whose request to withdraw the complaint was denied, together with each of the other commission witnesses, none of whom could identify unethical acts

or conduct, it is clear there was no support for the initial finding of probable cause, and the case never should have reached this level.

FINDINGS OF FACT

Based on the evidence presented, testimony and discussion, I make the following **FINDINGS OF FACT**:

1. Dr. Ardie Walser is a long-time resident of Teaneck a, taxpayer and concerned citizen.
2. He is a Professor of Electrical Engineering and Associate Dean of Academic Affairs at City College, New York.
3. Working with and mentoring students is his passion.
4. He was elected to the Teaneck Board of Education in 2005, ultimately being designated by his fellow members to serve as president for thirteen of his fifteen years on the board. He left the board in 2020 after fifteen years of service.
5. While serving as president of the local board of education, Dr. Walser also started and served as chair of the board of a local non-profit Math Adventures and Word Play. (MAWP).
6. Now in its eighteenth year of service, the organization provides free tutoring and enrichment to students from communities throughout North Jersey and New York City.
7. While serving as a member of the Teaneck board of education, MAWP issues have never come before the Teaneck Board of Education as an agenda item requiring action.
8. As an all-volunteer organization, MAWP services are provided by church members, high school and college students, parents and teachers.
9. Both the school board position, and the non-profit position were both strictly volunteer, unpaid, with no compensation involved.
10. While serving in both positions, Dr. Walser knew about a free tutoring program that MAWP had available as part of its program.

11. Seeking to enhance the learning experience of Teaneck students, some of whom require extra help and assistance, Dr. Walser arranged and promoted MAWP to local students and teachers.
12. The listing which was done several times through emails and flyers, was done with the approval of the superintendent of schools, as well as two other former school officials who testified.
13. As evidenced by the turnout of over seventy-five citizens who turned up to support him and listen to these proceedings, with others on Zoom, Dr. Walser is a beloved figure, whose interests solely lie with making sure Teaneck students secure the best education possible. In current times where less people are willing to give their time to serve on local boards of education, **I FIND** that Dr. Walser serves as an example and model of the type of individual who should be serving on local boards of education.

I FIND, that at all times Dr. Walser acted appropriately. **I FURTHER FIND**, that the testimony of Mr. Pagan, whose request to dismiss the complaint was denied, demonstrates that there was insufficient probable cause to turn the matter into a formal complaint.

Finally, **I FURTHER FIND**, that the act of circulating the availability of MAWP's free services to district students was done with the approval of Teaneck administrators, a fact which was not explored or considered by the Commission. As such, **I FIND** that all all times relevant herein, Dr. Walser did not violate any of the provisions of the School Ethics Act.

I THEREFORE FIND, that all aspects of the original complaint filed against Dr. Walser cannot be sustained as a violation of the School Ethics statute and should therefore be **DISMISSED**.

LEGAL ANALYSIS AND CONCLUSIONS

N.J.S.A. 18A:12-21 to -34, the "School Ethics Act," reflects the Legislature's findings and declarations that "it is essential that the conduct of members of local boards of education . . . hold the respect and confidence of the people" and that board members "avoid conduct which is in violation of their public trust or which creates a justifiable impression among the public that such trust is being violated," and that "[t]o ensure and preserve public confidence, school board members . . . should have the benefit of specific standards to guide their conduct and of some disciplinary mechanism to ensure the uniform maintenance of those standards among them." N.J.S.A. 18A:12-22(a), (b).

Each newly elected or appointed board member must complete during the first year of the member's first term a training program prepared and offered by the New Jersey School Board Association ("NJSBA"), in consultation with the New Jersey Association of School Administrators, the New Jersey Principals and Supervisors Association, and the Department, regarding the skills and knowledge necessary to serve as a local school board member. N.J.S.A. 18A:12-33(a); N.J.A.C. 6A:28-4.1(a). The training program includes, inter alia, information regarding instruction and program, personnel, fiscal management, operations, and governance. N.J.S.A. 18A:12-33(a). The board member must complete a training program on school-district governance in each of the subsequent two years of the board member's first term. N.J.S.A. 18A:12-33(a); N.J.A.C. 6A:28-4.1(b). Within one year after each re-election or re-appointment to the board of education, the board member must complete an advanced training program to be prepared and offered by the NJSBA. N.J.S.A. 18A:12-33(b). The advanced training program includes information on relevant changes to New Jersey school law and other information deemed appropriate to enable the board member to serve more effectively. N.J.S.A. 18A:12-33(b); N.J.A.C. 6A:28-4.1(c).

The "Act" means N.J.S.A. 18A:12-21 et seq., the School Ethics Act (P.L. 1991, c. 393). N.J.A.C. 6A:28-1.2. The rules set forth in N.J.A.C. 6A:28-1.1 et seq. were adopted

for the purpose of effectuating the legislative intent of the Act, which seeks to “ensure and preserve public confidence” in the integrity of elected and appointed school board members and school administrators. N.J.A.C. 6A:28-1.1(a). To achieve that goal, the Legislature has adopted N.J.S.A. 18A:12-24 and 18A:12-24.1, which prescribe ethical standards by which school officials are to be guided in the conduct of their offices and positions, and created a School Ethics Commission specifically for the purpose of enforcing those ethical standards through a procedure for reviewing complaints of ethical violations, investigating those complaints, and ultimately rendering recommendations to the Commissioner as to the imposition of sanctions when violations are demonstrated. N.J.A.C. 6A:28-1.1(b).

N.J.S.A. 18A:12-27 establishes the “School Ethics Commission” within the Department. To carry out the provisions of the Act, the Commission has the power to issue advisory opinions, receive complaints filed pursuant to section 9 of the Act, receive and retain disclosure statements filed pursuant to sections 5 and 6 of the Act, conduct investigations, hold hearings, and compel the attendance of witnesses and the production of documents as it may deem necessary and relevant to such matter under investigation. N.J.S.A. 18A:12-28(b). Specifically, pursuant to the provisions of N.J.S.A. 18A:12-21 et seq., the Commission is empowered to process and investigate complaints raised pursuant to N.J.S.A. 18A:12-29 and conduct such hearings as may be necessary, and to recommend to the Commissioner the reprimand, censure, suspension, or removal of school officials from the district board of education or charter school found to have violated the Act. N.J.A.C. 6A:28-1.3. If the Commission determines, by majority vote, that probable cause to credit the allegations in a complaint exists, it shall refer the matter to the OAL for a hearing and notify the complainant and each school official named in the complaint. N.J.S.A. 18A:12-29(b). In making a determination regarding an alleged violation of the Code of Ethics for school board members, the burden of proof is on the accusing party to establish factually a violation of the code. N.J.S.A. 18A:12-29(b).

Upon completion of the hearing, the Commission, by majority vote, shall determine whether the board member’s conduct complained of constitutes a violation of the Act or code of ethics, or whether the complaint should be dismissed. N.J.S.A. 18A:12-29(c). If a

violation is found, the Commission shall, by majority vote, recommend to the commissioner the reprimand, censure, suspension, or removal of the board member. N.J.S.A. 18A:12-29(c). The Commission must state in writing its findings of fact and conclusions of law. N.J.S.A. 18A:12-29(c).

A “school board member” is any person holding membership, whether by election or appointment, on any board of education other than the State Board of Education. N.J.S.A. 18A:12-23; N.J.A.C. 6A:28-1.2.

Additionally, school board members are required to abide by the code of ethics set forth at N.J.S.A. 18A:12-24.1. The “Code of Ethics” are the standards of conduct for school board members. N.J.A.C. 6A:28-1.2. The Commission found probable cause to transmit the allegations of Mr. Pagan’s original complaint that Dr. Walser violated the School Ethics Act.

Factual evidence of a violation of N.J.S.A. 18A:12-24.1(e) would have to include evidence that the respondent made personal promises or acted beyond the scope of his or her duties such that, by its nature, had the potential to compromise the board. N.J.A.C. 6A:28-6.4(a)(5).

The conduct of a board member present In re: Treston School Ethics Commission case number 71-18 isn’t even remotely close to the facts of this case and not persuasive in terms of supporting the original allegations brought by Mr. Pagan.

Treston was a current board member who publicly endorsed certain candidates running for the board using his position as a board member. Compare that with the decision in Dressel v. Kolupanowich, C11-07, (June 24, 2008), wherein the School Ethics Commission determined that a board president, who sent a letter to a newspaper to correct previously published incorrect information did not constitute an ethics violation, since the letter was not written on behalf of the entire board. See also: I/M/O Freilich, C18-04, and C19-04 (April

4, 2005) determined to be a private action, even though a board member signed a letter in their capacity as a member of the technology committee. And see: I/M/O Delbury, C64-06, where it was deemed a private action when a board member took out a classified advertisement, but did not indicate the ad was on behalf of the board.

Dr. Walser contends there was no probable cause to even issue the complaint, and Mr. Pagan's request to withdraw the complaint should have been granted. R. 4:37-2(b) sets forth the standard for a motion to dismiss after trial. Among other things, the trial court must scrutinize the evidence presented giving every favorable inference to the plaintiff. See: Perez v. Professionally Green, LLC, 215 NJ 388 (2013).

If accepting as true all the evidence which supports the position of the party defending the motion and giving the benefit of all favorable inferences, the motion must be denied. Monaco v. Hartz Mountain Corp., 178 N.J. 401, (2004). Furthermore, the trial court is not concerned with the worth or nature of the evidence, but only with its existence viewed most favorable to the opposing party. Dolson v. Anastasia, 55 NJ 2 (1969). Here, **I CONCLUDE** there was no prima facie case established against Dr. Walser.

An actual conflict of interest is not the decisive factor but rather is there a potential for conflict. Friends Retirement concepts, 356 N.J Super 213. (Law Div.2013). "A conflicting interest arises when the public official has an interest shared in common with the other members of the public." Wyzkowski v. Rizas, 132 NJ 509 (1993). With not even a scintilla of evidence that Dr. Walser and/or MAWP received any financial gain from the relationship, and with appropriate approvals secured from administration officials, **I CONCLUDE** there was not even a potential for conflict.

Here, **I CONCLUDE** Dr. Walser, did not use his title outside the scope of public board Meetings to advance his own interests, in fact, all of the evidence proves just the opposite. As such, when the initial determination was made concerning probable cause to transmit a

formal complaint, **I CONCLUDE** it does not rise to the level of conduct for which any penalty is warranted.

I CONCLUDE that this is strictly a matter of dispute over the application and interpretation of what constitutes a violation of the School Ethics law, and that by voting to find probable cause, without hearing from other witnesses at the inception, and with a complaining witness who was denied his request to withdraw, Respondent had not committed even any *prima facie* violations of the Act, which had the Commission examined the facts and evidence further prior to transmittal, should not lead to the Commission's finding of probable cause .

Accordingly, **I CONCLUDE** that Dr. Walser was the victim of the old saying: "no good deed goes unpunished," and none of the allegations can be sustained.

ORDER

It is hereby **ORDERED** that the remaining parts of the Complaint against Dr. Walser, which were transmitted by the School Ethics Commission, are hereby **DISMISSED** as unfounded.

I hereby **FILE** my initial decision with the **SCHOOL ETHICS COMMISSION**. Pursuant to N.J.S.A. 18A:12-29, the School Ethics Commission has jurisdiction to determine whether a violation of the School Ethics Act occurred. If it concludes that the conduct constitutes a violation of the School Ethics Act, it shall recommend an appropriate penalty to the Commissioner of Education. The Commissioner of Education shall issue the final decision in this matter.

If the School Ethics Commission determines that a violation has occurred, it shall issue a written decision recommending to the Commissioner of Education an appropriate

penalty and shall forward the record, including this recommended decision and its decision, to the Commissioner of Education. The Commissioner of Education may subsequently render a final decision as to the appropriate penalty. If the Commissioner of Education does not render a final decision within forty-five days of its receipt of this initial decision, and unless such time period is otherwise extended, the recommended decision of the School Ethics Commission shall become the final decision.

Within thirteen days from the date on which this recommended decision was mailed to the parties, any party may file written exceptions with the **SCHOOL ETHICS COMMISSION, DEPARTMENT OF EDUCATION, PO Box 500, Trenton, NJ 08625-0500**, marked "Attention: Exceptions." A copy of any exceptions must be sent to the judge and to the other parties.

June 13, 2025

DATE



ANDREW M. BARON, ALJ

Date Received at Agency:

June 13, 2025

Date E-Mailed to Parties:

June 13, 2025

lr

APPENDIX

List of Witnesses

For Petitioner:

Michael Pagan

Gerald Reiner

Linda Kuhran

Theresa Corallo

Dr. Christopher Irving

For Respondent:

None

List of Exhibits

For Petitioner:

P-1 Email exchange Reiser and Walser

P-2 Email from Walser to MAWP volunteers

P-3 Email Corallo to Teaneck principals

Joint

J-1 Teaneck BOE membership

J-2 MAWP membership

J-3 MAWP information

J-4 Walser to Dashgrimes email

J-5 Facebook post

J-6 Facebook post

J-7 MAWP flier

- J-8 MAWP flier
- J-9 MAWP flier
- J-10 Teaneck ad for MAWP
- J-11 Betty Ball email
- J-12 Walser email
- J-13 Walser answer to interrogatories
- J-14 SEC interrogatory answers
- J-15 Walser answers to request for admissions