

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION  
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS  
GAYLE M. HADLEY : ORDER OF REVOCATION  
\_\_\_\_\_ : DOCKET NO: 2223-109

Gayle M. Hadley (Hadley) currently holds a Teacher of Elementary Grades K-8 Certificate of Eligibility, issued December 1995; a Teacher of Physical Education Certificate of Eligibility with Advanced Standing, issued October 1997; a Teacher of Elementary Grades K-8 Certificate of Eligibility with Advanced Standing, issued June 1997; a standard Teacher of Elementary Grades K-8 certificate, issued July 1998; a standard Teacher of Physical Education certificate, issued July 1998; and a standard Teacher of Health and Physical Education certificate, issued April 2006.

The State Board of Examiners (Board) reviewed information received from the Middlesex County Prosecutor's Office and the Office of Student Protection (OSP) regarding Hadley. On or about February 25, 2021, Hadley waived indictment and was accused of Forgery (4<sup>th</sup> degree) and Falsifying Medical Records (4<sup>th</sup> degree) after it was alleged she submitted a forged doctor's note to the Assistant Superintendent of Human Resources in the Woodbridge Township School District.

On or about February 25, 2022, an Order of Forfeiture of Public Employment pursuant to *N.J.S.A. 2C:51-2* was entered against Hadley which required she be forever disqualified from holding any office or position of honor, trust or profit under this State or any of its administrative or political subdivisions. She was also admitted into Pretrial Intervention for a period of 24 months.

Upon review of the above information, the Board voted at its meeting of October 28, 2022 to issue Hadley an Order to Show Cause as to why her certificates should not be revoked.

The Board sent Hadley the Order to Show Cause by regular and certified mail on or about October 30, 2022. Hadley answered the Order to Show Cause on November 29, 2022, and admitted that an Order of Forfeiture of Public Employment was entered against her which required she be

forever disqualified from holding any office or position of honor, trust or profit under this State or any of its administrative or political subdivisions.

As there was no dispute of material fact regarding the Order of Forfeiture regarding Public Employment against Hadley, on February 16, 2023, the Board sent Hadley a hearing notice pursuant to *N.J.A.C. 6A:9B-4.6(e)*, by regular and certified mail. Hadley 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. It also explained that, upon review of the legal arguments tendered in her defense, the Board would determine if her offense warranted action against her certificates. Thereupon, the Board would also determine the appropriate sanction, if any. Hadley was also offered the opportunity to appear before the Board to provide testimony on the sanction issue.

Hadley filed a brief in opposition the revocation of her certificates on May 17, 2023. She declined the opportunity to appear before the Board, and informed the Board that she was choosing to rely on the above mentioned brief. While Hadley admits in her brief that she agreed to the Order disqualifying her from public employment and that she cannot use her certificates to work in a New Jersey public school, she argues that this is not concomitant with a determination that she has engaged in unbecoming conduct warranting the revocation of her certificates. She argues that revocation on such grounds constitutes the deprivation of her constitutionally protected property right in her New Jersey teaching certificates without due process and requested that the matter be transmitted to the Office of Administrative Law for a plenary hearing.

The Board must now determine whether Hadley's disqualification as a result of the Order of Forfeiture of Public Employment entered against her represents just cause to act against her

certificates pursuant to *N.J.A.C.* 6A:9B-4.4. The Board finds that it does. In accordance with *N.J.A.C.* 6A:9B-4.4(a)(1), just cause for the revocation of certificates includes offenses within the terms of the forfeiture statute, *N.J.S.A.* 2C:51-2. Accordingly, as an Order of Forfeiture pursuant to this statute was entered against Hadley and agreed to by Hadley, the Board has just cause to revoke her certificates because an individual who has been disqualified from public employment should not be permitted to retain the certificate that authorizes such service. Furthermore, the mere possibility that a private school might require licensure for employment or that Hadley's ability to become certified in another state may be affected does not establish a constitutionally protected property right necessitating a due process hearing before the revocation of her New Jersey certificates.

Accordingly, on October 27, 2023, the Board voted to revoke Gayle M. Hadley's certificates. On this 8th day of December 2023, the Board voted to adopt its formal written decision and it is therefore ORDERED that the revocation of Hadley's certificates be effective immediately. It is further ORDERED that Hadley return her paper certificates, if applicable, 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.



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Rani Singh, Secretary  
State Board of Examiners

**Date of Mailing:**  
**Via Email, 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.