IN THE MATTER OF	:	NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF	:	STATE BOARD OF EXAMINERS
CHRISTINA GLEN	:	ORDER OF REVOCATION
_____	:	DOCKET NO: 2425-134

At its meeting of November 1, 2024, the State Board of Examiners (Board) reviewed information from the Department of Education (DOE) - Office of Student Protection (OSP) and DOE – Office of Legal Affairs, Accountability & Compliance (OLAAC) regarding Christina Glen, including documents obtained from the Atlantic County Prosecutor's Office (ACPO). Glen currently holds a Teacher of Elementary School in Grades K-8 Certificate of Eligibility with Advanced Standing, issued January 2001; and a Standard Teacher of Elementary School in Grades K-8 certificate, issued June 2002.

On or about February 28, 2020, Glen was arrested on charges of two counts of Theft by Unlawful Taking - Moveable Property Value $500-$74,000 (3rd degree), N.J.S.A. 2C:3A; two counts of Forgery – False Authorization of Writing-Government Document-Check (3rd degree), N.J.S.A. 2C:21-1A(2); and one count of Forgery – Utter Forged Documents-Government Document-Check (3rd degree), N.J.S.A. 2C:21-1A(3). It is alleged that Glen entered the business office of her former employer without authorization and stole checks. It is also alleged that she forged the signature on the checks, which she later cashed, in the amounts of $3,297.78 and $1,087.18.

On June 26, 2023, Glen received an Order of Postponement and was entered into the Pre-Trial Intervention probation program ("PTI") for a period of twelve (12) months and was ordered to undergo random urine screening at the discretion of adult probation, to have no contact with the victim or her former employer, and to pay fees and penalties.

Upon review of the above information, the Board voted at its meeting of December 6, 2024, to issue Glen an Order to Show Cause as to why the certificates she holds should not be revoked. On January 4, 2025, Glen submitted an Answer to the Order to Show Cause. As there were material facts in dispute, the matter was transmitted to the Office of Administrative Law (OAL) for a hearing on February 11, 2025.

On March 31, 2026, the Administrative Law Judge (ALJ) issued an Initial Decision and a Corrected Initial Decision dismissing the matter and returning it to the transmitting agency. The ALJ found that Glen had "abandoned her appeal" in this matter when she failed to participate in telephone conferences or respond to discovery since September 22, 2025. The ALJ reasoned that dismissal of Glen's "appeal" was the appropriate remedy under *N.J.A.C.* 1:1-14.14 due to Glen's unreasonable failure to comply with her March 9, 2026 Letter Order regarding responding to properly propounded discovery requests. No exceptions or reply exceptions were filed.

Upon review of the initial decision, the Board partially accepted and partially rejected the ALJ's initial decision on May 21, 2026. Specifically, the Board accepted the return of this matter from the OAL due to Glen's failure to appear/participate and rejected the dismissal of the matter, which was commenced by the Board by issuing an Order to Show Cause to Glen. The Board sent Glen the decision by regular and certified mail on May 29, 2026. In its decision, the Board provided Glen with twenty (20) days to respond, or her Answer would be stricken from the record and the allegations in the Order to Show Cause would be deemed admitted. The certified mail copy was marked "Unclaimed," and the regular mail copy was not returned. Glen did not file a response.

Thereafter, pursuant to *N.J.A.C.* 6A:9B-4.6(e), the Board sent Glen a hearing notice by regular and certified mail, return receipt requested, on July 7, 2026. The notice explained that her

answer was stricken from the record and all material allegations were deemed admitted. Glen 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. Glen was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail copy was marked "Delivered, Left with Individual" and the regular mail copy was not returned. Glen did not file a response or request to appear before the Board.

The Board has the authority to "issue appropriate certificates to teach or to administer," and "may revoke the same under rules and regulations prescribed by the State board." *N.J.S.A.* 18A:6-38; *see also N.J.A.C.* 6A:9B-3.2 and -4.4; *Morison v. Willingboro Bd. of Educ.*, 478 N.J. Super. 229 (App. Div. 2024), *cert. denied* 258 N.J. 143 (July 11, 2024). The Board may take action against a 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(a); *see also Morison*, 478 N.J. Super. at 246, 248 (explaining the Board is responsible for protecting schoolchildren from improper teacher conduct and may suspend or revoke an educator's continued ability to serve as a teacher at any public school based on unbecoming conduct).

Because Glen failed to appear before the OAL and failed to respond regarding her failure to appear, her answer to the Order to Show Cause was stricken and the allegations are deemed admitted. Consequently, at its meeting of September 18, 2026, the Board considered only the allegations in the December 6, 2024 Order to Show Cause and the information received from the OSP, OLAAC and ACPO. Because the allegations were deemed admitted, the Board concluded that no material facts related to Glen's offenses were in dispute. And because no material facts

related to Glen's conduct were in dispute, the Board determined that summary decision was appropriate in this matter. *N.J.A.C.* 6A:9B-4.6(h).

The threshold issue before the Board in this matter is whether Glen's actions here constitute conduct unbecoming a certificate holder or other just cause. Based on the undisputed facts in this matter, the Board finds that Glen engaged in conduct unbecoming of an educator. Unbecoming conduct is defined as "conduct 'which adversely affects the morale or efficiency of the [department]' or 'has a tendency to destroy public respect for [government] employees and confidence in the operation of [public] services.'" *Bound Brook Bd. of Educ. v. Ciripompa*, 228 N.J. 4, 13 (2017) (quoting *In re Young*, 202 N.J. 50, 66 (2010) (citing *Karins v. Atl. City*, 152 N.J. 532, 554 (1998))). "[A] finding of unbecoming conduct 'need not be predicated upon the violation of any particular rule or regulation, but may be based merely upon the violation of the implicit standard of good behavior which devolves upon one who stands in the public eye as an upholder of that which is morally and legal correct.'" *Id.* at 13-14 (quoting *Karins*, 152 N.J. at 555). "It focuses on the morale, efficiency, and public perception of an entity, and how those concerns are harmed by allowing teachers to behave inappropriately while holding public employment." *Id.* at 14. "The touchstone of the determination lies in the certificate holder's 'fitness to discharge the duties and functions of one's office or position.'" *Young*, 202 N.J. at 66 (quoting *In re Grossman*, 127 N.J. Super. 13, 29 (App. Div. 1974)).

Here, the Board finds that Glen's conduct of stealing checks from a former employer, forging the signature on the checks, and cashing them violates the implicit standard of good behavior expected of public school teachers. Thus, the Board finds that Glen engaged in conduct unbecoming an educator and provides the basis for the Board's finding.

Having found that Glen engaged in unbecoming conduct, the Board must now determine

the appropriate penalty to be applied. In doing so, the Board considers the "nature and gravity of the offenses under all the circumstances involved, any evidence as to provocation, extenuation or aggravation," and any "harm or injurious effect" on the maintenance of discipline and the proper administration of the school system. *In re Fulcomer*, 93 N.J. Super. 404, 422 (App. Div. 1967). Central to this evaluation is the understanding that "[t]eachers … 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." *IMO Tenure of Sammons*, 1972 *S.L.D.* 302, 321 (Comm'r. Decision, June 12, 1972). Fitness to teach depends on a broad range of factors, including the teacher's impact and effect upon the students, because a "teacher works in a sensitive area in a schoolroom" and "shapes the attitude of young minds toward the society in which they live." *Grossman*, 127 N.J. at 30 (*quoting Adler v. Bd. of Educ. of City of New York*, 342 U.S. 485 (1952)). Importantly, unfitness to hold a position in a school system may be shown by one incident if sufficiently flagrant. *Fulcomer*, 93 N.J. Super. at 421; *Redcay v. State Bd. of Educ.*, 130 *N.J.L.* 369, 371 (1943), *aff'd*, 131 *N.J.L.* 326 (E & A 1944).

In this instance, the Board concludes that the appropriate response to Glen's breach in conduct of an educator is revocation of her certificates. Glen's undisputed conduct of stealing checks, forging the signature, and then cashing the checks totaling over $4,000 is not conduct of a role model for children. Rather, her conduct demonstrates she is unfit to discharge the duties and functions as a public-school teacher, and demonstrates strong evidence that revocation is appropriate. *See IMO the Certificates of Gerald Carroll*, Bd. of Exam'rs (decided August 1, 2019). Allowing her to maintain certification to teach in a public school would have a negative impact on the proper administration of the school system.

Accordingly, on September 18, 2026, the Board voted to revoke Glen's certificates. On this 29th day of October 2026, the Board voted to adopt its formal written decision, and it is therefore ORDERED that Christina Glen's Teacher of Elementary School in Grades K-8 Certificate of Eligibility with Advanced Standing and a Standard Teacher of Elementary School in Grades K-8 certificate are hereby REVOKED, effective immediately. It is further ORDERED that Glen return her paper certificates, if issued, 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.



Kimberly A. Gatti, Acting Secretary
State Board of Examiners

Date of Mailing: 10/29/2026
By 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 and *N.J.A.C.* 6A:4-1.3.