

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS
JEFFREY T. BAUER : ORDER OF REVOCATION
_____ : DOCKET NO: 2425-311

At its meeting of September 19, 2025, the State Board of Examiners (Board) reviewed information from the Department of Education (DOE) – Office of Student Protection (OSP), the DOE – Office of Legal Affairs, Accountability and Compliance (OLAAC), and the National Association of State Directors of Teacher Education and Certification (NASDTEC) regarding Jeffrey T. Bauer, including documents obtained from the First Judicial District of Pennsylvania, the Court of Common Pleas of Philadelphia County, the Commonwealth of Pennsylvania – Professional Standards and Practices Commission (PAPSPC), and the Delaware Department of Education (Delaware DOE). Bauer currently holds a Standard Teacher of Elementary School in Grades K-8 certificate, issued January 2002.

On November 10, 2021, Bauer was charged with Indecent Assault Person Less 16 Yrs Age (Grade M2), 18 Pa. C.S. § 3126 §§ A8. It is alleged that Bauer massaged a minor student's shoulders, grabbed the student's hand and placed it in his pants, hugged the student so his erection rubbed against the student's body on multiple occasions, and touched the student's face and hands.

On June 6, 2022, NASDTEC notified the Board that PAPSPC suspended Bauer's Pennsylvania teaching certificates due to sexual misconduct effective May 16, 2022.

On November 17, 2023, Bauer pled guilty to Indecent Assault Person Less 16 Yrs Age (Grade M2), 18 Pa. C.S. § 3126 §§ A8.

On February 9, 2024, Bauer was sentenced to two (2) years of probation, with the first year on house arrest with electronic monitoring. Conditions for probation included that he must be

evaluated and assessed for Sex Offender Specific Therapy by a Pennsylvania approved Sexual Offender Assessment Board Treatment Provider and comply with an individualized treatment plan developed by the treatment provider; undergo polygraph testing; have no contact with the victim; and have no contact with or reside with minors; as well as other enumerated conditions.

On April 22, 2024, NASDTEC notified the Board that the Delaware DOE revoked Bauer's Delaware certificates due to sexual misconduct. Previously, on April 15, 2024, the Delaware DOE issued a decision revoking Bauer's Delaware Continuing License and Standard certificates.

On August 12, 2024, NASDTEC notified the Board that PAPSPC revoked Bauer's Pennsylvania certificates. Previously, on August 8, 2024, PAPSPC issued a decision finding that Bauer was convicted of Indecent Assault, 18 Pa. C.S. § 3126(a)(8), and directed the Pennsylvania Department of Education to revoke Bauer's Pennsylvania certificates and eligibility to be employed as a charter or cyber charter school staff member or a contracted educational provider staff member.

On August 16, 2024, OSP notified the Board that, as a result of his conviction in Pennsylvania for Indecent Assault Person Less 16 Yrs Age, 18 Pa. C.S. § 3126 §§ A8, Bauer is permanently disqualified from continued employment with any school or institution under the supervision of the Department of Education.

Upon review of the above information, the Board voted at its meeting of September 19, 2025, to issue Bauer an Order to Show Cause as to why the certificates he holds should not be revoked. On September 23, 2025, the Board sent Bauer the Order to Show Cause by regular and certified mail, return receipt requested. The Order provided that Bauer had thirty (30) days to respond pursuant to *N.J.A.C. 6A:9B-4.6(b)*. The certified mail copy was returned to sender and marked "Attempted – Not Known," and the regular mail copy was not returned. Bauer did not file

a response.

On November 17, 2025, the Board sent Bauer the Order to Show Cause to a new address by regular and certified mail, return receipt requested. The certified mail copy was marked “Unclaimed,” and the regular mail copy was not returned. Bauer did not file a response.

On February 4, 2026, the Board sent a second notice to Bauer, providing him with an additional fifteen (15) days to respond. The certified mail copy was marked “Unclaimed,” and the regular mail copy was not returned. Again, Bauer did not file a response.

Thereafter, pursuant to *N.J.A.C.* 6A:9B-4.6(e), the Board sent Bauer a hearing notice by regular and certified mail, return receipt requested, on March 30, 2026. The notice explained that because no answer was filed, there appeared to be no dispute as to material facts in this matter. Thus, Bauer 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 his certificates. Bauer 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. Bauer 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 Bauer failed to respond to the Order to Show Cause, the allegations are deemed admitted. *N.J.A.C.* 6A:9B-4.6(c). Consequently, at its meeting of August 7, 2026, the Board considered only the allegations in the September 19, 2025 Order to Show Cause and the information received from the OSP, OLAAC, NASDTEC, the First Judicial District of Pennsylvania, the Court of Common Pleas of Philadelphia County, PAPSPC, and the Delaware DOE. Because the allegations were deemed admitted, the Board concluded that no material facts related to Bauer's offenses were in dispute. And because no material facts related to Bauer'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 Bauer'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 Bauer 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 Bauer massaging a minor student’s shoulders, grabbing the student’s hand and placing it in his pants, touching the student’s face and hands, and hugging the student so his erection rubbed against the student’s body on multiple occasions violates the implicit standard of good behavior expected of public school teachers. Further, in enacting the Criminal History Review statute, *N.J.S.A.* 18A:6-7.1 *et seq.*, the Legislature sought to protect public school pupils from contact with individuals whom it deemed to be a danger. The strong legislative policy statement is also in accord with the Commissioner’s long-standing belief that teachers must serve as role models for their students. OSP determined that Bauer’s conviction in Pennsylvania for Indecent Assault Person Less 16 Yrs Age, 18 Pa. C.S. § 3126 §§ A8, disqualifies him from public school employment. *See N.J.S.A.* 18A:6-7.1(c)(2) and (d). Thus, the Board finds that Bauer engaged in conduct unbecoming an educator and provides the basis for the Board’s finding.

Having found that Bauer 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 Bauer’s breach in conduct of an educator is revocation of his certificate. Bauer’s undisputed conduct of engaging in sexually inappropriate touching of a student, as described above, is not conduct of a role model for children. Rather, his conduct demonstrates he is unfit to discharge the duties and functions as a public-school teacher, and demonstrates strong evidence that revocation is appropriate. Allowing him to maintain certification to teach in a public school would have a negative impact on the proper administration of the school system.

Further, the record established that, as a result of his conviction for Indecent Assault Person Less 16 Yrs Age, 18 Pa. C.S. § 3126 §§ A8, Bauer is disqualified from public school employment. An educator who is not qualified for public school employment should not be able to hold himself out as a public educator. Moreover, revocation of Bauer’s Pennsylvania and Delaware educator certificates and the reason for same provides additional support for the revocation of his New Jersey certificates. Thus, revocation of his certificates is the appropriate response in this matter.

Accordingly, on August 7, 2026, the Board voted to revoke Bauer’s certificates. On this

18th day of September 2026, the Board voted to adopt its formal written decision, and it is therefore ORDERED that Jeffrey T. Bauer's Standard Teacher of Elementary School in Grades K-8 certificate is hereby REVOKED, effective immediately. It is further ORDERED that Bauer return his paper certificate, 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:
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.