

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS
DYLAN T. BAUBLES : ORDER OF REVOCATION
_____ : DOCKET NO: 2425-114

At its meeting of December 6, 2024, the State Board of Examiners (Board) reviewed information obtained from the National Association of State Directors of Teacher Education and Certification (NASDTEC) and the Arizona State Board of Education (Arizona BOE) regarding Dylan T. Baubles. Baubles currently holds a Teacher of Mathematics Certificate of Eligibility with Advanced Standing, issued in June 2016.

On February 26, 2024, Arizona BOE took action on Baubles' Arizona educator certificates. In a settlement agreement with the Arizona BOE, dated February 26, 2024, Baubles agreed to a two-year suspension¹ of his Arizona educator certificates and admitted the conduct described in the Stipulated Facts portion of the agreement.

It was alleged that, while employed at Barry Goldwater High School in the Deer Valley Unified School District in Phoenix, Arizona, Baubles made two students in his class feel uncomfortable and that the students requested to be transferred out of his class. Baubles visited and shopped at restaurants where the students worked, and the students provided him a deeply discounted meal. Baubles would then tip the students approximately \$100 each time through the Zelle application. Further, Baubles followed many female students on the Instagram application, which was a violation of his district policy, and used the name "dad" and "daddy" when signing

¹ Paragraph 31 of the agreement states Baubles consented to a two-year suspension, however the Order at the end of the agreement states the suspension is for one year.

his name or making comments. On February 7, 2023, he was placed on administrative leave from his district.

On February 8, 2023, the Phoenix Police Department commenced an investigation into the allegations. During the investigation, students reported they played drinking games with Baubles at 2:00 am via PlayStation. The students also reported that Baubles asked students to meet him at the aquarium to hang out and that Baubles also tried to get the students to pressure another teacher to allow Baubles to chaperone their senior trip so they could spend more time together. The students provided screenshots they took to the district and law enforcement.

On February 14, 2023, a forensic interview was conducted by law enforcement with one of the students which corroborated much of the allegations, as well as conversations Baubles had with the student of a personal nature regarding his or the student's romantic relationships, including insinuations that the student needed to turn eighteen quicker.

On February 23, 2023, law enforcement interviewed Baubles and he confirmed that he saw the students at their places of work, was given discounted food, and that he would provide tips. He claimed two students reached out to him to connect on Instagram and he didn't know it was a violation of policy. He admitted buying a birthday gift for one student for their eighteenth birthday. He claimed the students invited him to play Minecraft online with them and that they also played "Never Have I Ever" as a drinking game, but denied telling students to drink alcohol. Lastly, he admitted some of his messages were flirtatious in nature but were not sexual.

Upon review of the above information, the Board voted at its meeting of January 16, 2025, to issue Baubles an Order to Show Cause as to why the certificates he holds should not be revoked. On January 17, 2025, the Board sent Baubles the Order to Show Cause by regular and certified

mail, return receipt requested. The Order provided that Baubles had thirty (30) days to respond pursuant to *N.J.A.C.* 6A:9B- 4.6(b). The certified mail copy was marked signed and returned, and the regular mail copy was not returned. Baubles did not file a response.

On May 16, 2025, the Board sent Baubles a second notice by regular and certified mail, return receipt requested, providing him with an additional fifteen (15) days to respond to the Order to Show Cause pursuant to *N.J.A.C.* 6A:9B-4.6(c). The certified mail copy was signed and returned, and the regular mail copy was not returned. Again, Baubles did not file a response.

Thereafter, pursuant to *N.J.A.C.* 6A:9B-4.6(e), the Board sent Baubles a hearing notice by regular and certified mail, return receipt requested, on December 10, 2025. The notice explained that because no answer was filed, there appeared to be no dispute as to material facts in this matter. Thus, Baubles 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. Baubles was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail copy was signed and returned, and the regular mail copy was not returned. Baubles 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 Baubles 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 March 6, 2026, the Board considered only the allegations in the January 16, 2025 Order to Show Cause and the information received from NASDTEC and the Arizona BOE. Because the allegations were deemed admitted, the Board concluded that no material facts related to Baubles’ offenses were in dispute. And because no material facts related to Baubles’ 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 Baubles’ actions here constitute conduct unbecoming a certificate holder or other just cause. Based on the undisputed facts in this matter, the Board finds that Baubles 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 Baubles’ admitted conduct of making students feel uncomfortable to the point they requested being transferred out of his class; discussing personal romantic relationships with a student; buying a birthday gift for a student for their eighteenth birthday; and sending messages to students that were flirtatious and/or sexual in nature violates the implicit standard of good behavior expected of public school teachers. Moreover, visiting students at restaurants where they worked, obtaining a deeply discounted meal and then providing the students monetary tips; following female students on Instagram, in violation of district policy, and using the name “dad” and “daddy” when signing his name or making comments; playing a drinking game (“Never Have I Ever”) with students remotely at 2:00 am; and playing Minecraft online with students also violates the implicit standard of good behavior expected of public school teachers. These actions clearly demonstrate unbecoming conduct. Thus, the Board finds that Baubles engaged in conduct unbecoming an educator and provides the basis for the Board’s findings. The action on Baubles’ Arizona educator certificates due to his admitted “conduct that would discredit the teaching profession” provides an additional basis.

Having found that Baubles 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.” *Tenure of Sammons*, 1972 S.L.D. 302, 321. 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 Baubles’ breach in conduct of an educator is revocation of his certificates. Baubles’ conduct of repeated inappropriate communications and interactions with students, including, but not limited to, sending gifts and flirtatious messages, 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. Thus, revocation of his certificates is the appropriate response in this matter.

Accordingly, on March 6, 2026, the Board voted to revoke Baubles’ certificates. On this 17th day of April 2026, the Board voted to adopt its formal written decision, and it is therefore

ORDERED that Dylan T. Baubles' Teacher of Teacher of Mathematics Certificate of Eligibility with Advanced Standing is hereby REVOKED, effective immediately. It is further ORDERED that Baubles return his 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.



Rani Singh, Secretary
State Board of Examiners

Date of Mailing: 4/17/2026
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.