

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS
JANCARLOS SANTOS : ORDER OF REVOCATION
_____ : DOCKET NO: 2425-198

At its meeting of April 11, 2025, the State Board of Examiners (Board) reviewed information from the Department of Education (DOE) – Office of Legal Affairs, Accountability & Compliance (OLAAC) and DOE - Office of Student Protection (OSP) regarding Jancarlos Santos, including documentation obtained from the Bergen County Prosecutor’s Office (BCPO) and the Montvale Police Department (MPD). Santos currently holds a Substitute credential, expiring January 27, 2028.

On or about June 12, 2024, Santos was charged with Unlawful Possession of a Weapon – Handgun (2nd degree), *N.J.S.A. 2C:39-5B(1)*; Fail to Disclose to LEO – Handgun (4th degree), *N.J.S.A. 2C:58-4.4B(1)*; and Possession of Large Capacity Magazine (4th degree), *N.J.S.A. 2C:39-3J*. It was alleged that Santos was found to be unlawfully possessing a loaded firearm and magazine in his vehicle during a traffic stop, and that he failed to report the presence of the firearm when specifically asked by law enforcement.

On September 17, 2024, Santos was entered into the Pretrial Intervention (PTI) program for a period of twelve (12) months and ordered to forfeit the firearm and pay fees and penalties. The special conditions of PTI supervision noted that, according to *Rule 3:28-5(b) (2) (I)*, a guilty plea was required due to count one of the complaint being a second degree crime. As a result, Santos entered a guilty plea to the charge of Unlawful Possession of a Weapon – Handgun (2nd degree), *N.J.S.A. 2C:39-5B(1)* in the event that he did not successfully complete PTI.

Upon review of the above information, the Board voted at its meeting of May 22, 2025, to issue Santos an Order to Show Cause as to why the certificates he holds should not be revoked. On May 23, 2025, the Board sent Santos the Order to Show Cause by regular and certified mail, return receipt requested. The notice provided that Santos had thirty (30) days to respond pursuant to *N.J.A.C. 6A:9B- 4.6(b)*. The certified mail copy was signed and returned, and the regular mail copy was not returned. Santos did not file a response.

On November 17, 2025, the Board sent Santos a second notice by regular and certified mail, providing him with an additional fifteen (15) days to respond. The certified mail copy was signed and returned, and the regular mail copy was not returned. Again, Santos did not file a response.

Thereafter, pursuant to *N.J.A.C. 6A:9B-4.6(e)*, the Board sent Santos a hearing notice by regular and certified mail, return receipt requested, on February 5, 2026. The notice explained that because no answer was filed, there appeared to be no dispute as to material facts in this matter. Thus, Santos 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. Santos was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail copy was marked "Unclaimed," and the regular mail copy was not returned. Santos 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 Santos 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 June 25, 2026, the Board considered only the allegations in the May 22, 2025 Order to Show Cause and the information received from the OSP, OLAAC, BCPO and MPD. Because the allegations were deemed admitted, the Board concluded that no material facts related to Santos’ offenses were in dispute. And because no material facts related to Santos’ 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 Santos’ actions here constitute conduct unbecoming a certificate holder or other just cause. Based on the undisputed facts in this matter, the Board finds that Santos 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 unlawfully possessing a loaded firearm and large capacity magazine in his vehicle during a traffic stop violates the implicit standard of good behavior expected of public school teachers. Further, failing to report the presence of the firearm and magazine when specifically asked by law enforcement also violates the implicit standard of good behavior. Thus, the Board finds that Santos engaged in conduct unbecoming an educator and provides the basis for the Board’s finding.

Having found that Santos 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 Santos’ breach in conduct of an educator is revocation of his certificates. Santos’ conduct of possessing a loaded firearm and large capacity magazine in his vehicle during a traffic stop and failing to report the presence of the firearm and magazine when specifically asked by law enforcement 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. Thus, revocation of his certificates is the appropriate response in this matter.

Accordingly, on June 25, 2026, the Board voted to revoke Santos’ certificates. On this 7th day of August 2026, the Board voted to adopt its formal written decision, and it is therefore ORDERED that Jancarlos Santos’ Substitute credential is hereby REVOKED, effective immediately. It is further ORDERED that Santos 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.



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.