

IN THE MATTER OF : NEW JERSEY DEPARTMENT OF EDUCATION
THE CERTIFICATES OF : STATE BOARD OF EXAMINERS
STEVIE E. WILLIAMS : ORDER OF REVOCATION
_____ : DOCKET NO: 2425-310

At its meeting of August 8, 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 Stevie E. Williams, including documents received from the Union County Prosecutor’s Office (UCPO) and Fanwood Police Department (FPD). Williams currently holds an Elementary School Teacher in Grades K-8 Certificate of Eligibility with Advanced Standing, issued January 2005.

On or about July 4, 2023, Williams was criminally charged and thereafter indicted on one (1) count of Possession of a Weapon for Unlawful Purpose – Firearm (2nd degree), *N.J.S.A. 2C:39-4A(1)*, and one (1) count of Criminal Mischief – Damage Property (4th degree), *N.J.S.A. 2C:17-3A(1)*. It was alleged that Williams fired weapons from his rear yard and struck and damaged a neighbor’s house, and that law enforcement recovered shell casings from Williams’ patio area. It was also alleged that Williams admitted the conduct to law enforcement and stated that “[he] fucked up.”

On September 4, 2024, Williams received an Order of Postponement and was entered into the Pre-Trial Intervention probation program (PTI) for a period of twelve (12) months with no early dismissal permitted and was ordered to plead guilty to criminal Mischief (4th degree) should he be unsuccessfully terminated from PTI. Further, he was ordered to submit to mandatory drug testing as directed, provide proof that he is currently engaged in counseling and sign release for probation to confirm engagement and compliance, obtain full-time employment within 30 days or waive employment upon proof of disability and pension, permanently forfeit all firearms in his

possession and his purchaser ID card and carry permit, and pay fees and penalties.

On September 9, 2024, OSP notified the Board that as a result of Williams' guilty plea to Criminal Mischief – Damage Property (4th degree), *N.J.S.A. 2C:17-3A(1)*, he was disqualified from employment with any school or institution under the supervision of the Department of Education pursuant to *N.J.S.A. 18A:6-7.1 et seq.*

Upon review of the above information, the Board voted at its meeting of September 19, 2025, to issue Williams an Order to Show Cause as to why the certificates he holds should not be revoked. On September 23, 2025, the Board sent Williams the Order to Show Cause by regular and certified mail, return receipt requested. The Order provided that Williams 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. On September 27, 2025, Williams sent a response through the NJEdCert portal. In his response, Williams stated “[t]his incident happened while [he] had a medical emergency. [His] license weapon discharged. [He] show[ed] the court medical proof of that emergency. [He] received treatment at Rutgers Behavior. [He] currently continue[s] that treatment. [He] was given PTI and [he] successfully completed it. [He] took full responsibility for [his] actions.”

On October 1, 2025, pursuant to *N.J.A.C. 6A:9B-4.6(b)*, the Board sent Williams a notice, by email, regular mail and certified mail return receipt requested, advising that he needed to respond specifically to each allegation admitting or denying each paragraph of the Order to Show Cause and that if a response was not received by November 1, 2025, the allegations in the Order to Show Cause would be deemed admitted. The certified mail copy was marked “Delivered,” and the regular mail copy was not returned. Williams did not file a response.

Thereafter, pursuant to *N.J.A.C. 6A:9B-4.6(e)*, the Board sent Williams 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, Williams 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. Williams was also offered the opportunity to appear before the Board to provide testimony on the sanction issue. The certified mail copy was marked “Delivered,” and the regular mail copy was not returned. Williams 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 Williams 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 May 21, 2026, the Board considered only the allegations in the September 19, 2025 Order to Show Cause and the information received from the OSP, OLAAC, UCPO and FPD. Because the allegations were deemed admitted, the Board concluded that no material facts related to Williams’ offenses were in dispute. And because no material facts related to Williams’ 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 Williams' actions here constitute conduct unbecoming a certificate holder or other just cause. Based on the undisputed facts in this matter, the Board finds that Williams 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 firing a weapon into a neighbor's house 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. Here, OSP determined that Williams' guilty plea disqualifies him from public school employment. *See N.J.S.A.* 18A:6-7.1(c)(2) and (d). Thus, the Board finds that Williams engaged in conduct unbecoming an educator and provides the basis for the Board's

finding.

Having found that Williams 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 Williams’ breach in conduct of an educator is revocation of his certificates. Williams’ conduct of firing a weapon into a neighbor’s house shows poor judgment and put others at risk of grave bodily harm. Such 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 guilty plea to Criminal

Mischief – Damage Property (4th degree), *N.J.S.A.* 2C:17-3A(1), Williams 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. Thus, revocation of his certificates is the appropriate response in this matter.

Accordingly, on May 21, 2026, the Board voted to revoke Williams' certificates. On this 25th day of June 2026, the Board voted to adopt its formal written decision, and it is therefore ORDERED that Stevie E. Williams' Elementary School Teacher in Grades K-8 Certificate of Eligibility with Advanced Standing is hereby REVOKED, effective immediately. It is further ORDERED that Williams 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 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.