

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
ANGIE HUFF (GILL)
OCTOBER 8, 2020**

PLSB CASE NO. 20-117

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on October 8, 2020, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (Ethics Subcommittee) for disciplinary action against the teaching license of Angie Huff (Gill) (Educator Huff). Based upon Educator Huff acceptance of the Ethics Hearing Subcommittee's recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

I. Findings of Fact

- a. The Arkansas Department of Education issued Educator Huff a standard five-year teaching license on January 1, 2018, valid until December 31, 2022.
- b. The Ethics Subcommittee received an allegation that Educator Huff violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § 6-17-422 and 6-17-428.
- c. On March 6, 2020, the Ethics Subcommittee authorized an investigation into allegations that Educator Huff violated Standards 1 and 2; *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; Standard 2: an educator maintains competence regarding his or her professional practice, inclusive of professional and ethical behavior, skills,*

knowledge, dispositions, and responsibilities relating to his or her organizational position.

- d. Educator Huff was notified on March 10, 2020, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on May 1, 2020, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 1 and 2 of the Code of Ethics. Educator Huff rejected the Ethics Subcommittee's recommendation on May 27, 2020 via email, and requested an evidentiary hearing.
- f. On July 24, 2020, Educator Huff did not appear for her evidentiary hearing before the Hearing Subcommittee. After consideration of the testimony, evidence, and arguments presented at the evidentiary hearing, the Hearing Subcommittee found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Huff:

	Allegation(s)	No Preponderance of the Evidence Found	Preponderance of the Evidence Found
Standard 1	<p>An educator maintains a professional relationship with each student, both in and outside the classroom.</p> <p>It is alleged that in violation of Standard 1, the Educator:</p> <p>a. Inappropriate interactions with students</p>		X

	Allegation(s)	No Preponderance of the Evidence Found	Preponderance of the Evidence Found
Standard 2	<p>An educator maintains competence regarding his or her professional practice, inclusive of skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.</p> <p>In violation of Standard 2, the Educator:</p> <p>a. Exhibited an inappropriate disposition inclusive of professional and ethical behavior.</p>		X

g. The Hearing Subcommittee recommended that the State Board take the following actions:

1. Six Month Suspension;
2. Asses a \$300 fine;
3. Require Educator to complete the following coursework/readings:
 - a. ERC19048: Professional Licensure Standards Board (PLSB): The code of Ethics Training Video (2018) Credit Hours: 1
 - b. Title: The 85% Solution; How Personal Accountability Guarantees Success – No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 13: 978047
 - c. Title: Taking Charge of Anger, Second Edition: Six Steps to Asserting Yourself without Losing Control (289p); Author: W. Robert Nay, PhD.; ISBN 10: 1462502423; ISBN 13: 978-1462502424

d. Title: I Notice: A Step-by-Step Guide to Transform Student Potential Through Building Intentional Relationships Author: Claire E. Hallinan
ISBN-10: 1733035613 ISBN-13: 978-1733035613

e. SPB14008 Behavior is communication, Credit Hours: 1.5

f. Quarterly letters from her doctor monitoring her medical condition.

g. Require Educator to prepare written reflections for each training: that explains how training will impact educator's future interactions with students (due within 30 days of the end of suspension);

h. Require Educator to pay all associated costs.

- h. On July 24, 2020, Educator Huff, was notified of the Hearing Subcommittee's final determination and recommendation by certified mail and secure server. Educator Huff did not respond to the Hearing Subcommittee's recommendation. Her lack of response is deemed as an acceptance and thereby waives her right to any further notice, hearing, or any other rights she may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- i. At today's meeting, the Ethics Hearing Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

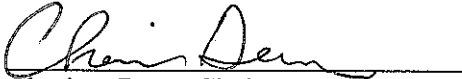
II. Conclusions of Law

- a. Upon consideration of the evidence presented at the meeting, Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the Ethics Hearing Subcommittee's recommendations,

and enacts the sanctions accordingly. The Board admonishes Educator Huff for her violation of the Code of Ethics.

- b. Educator Huff is cautioned that her non-payment of the assessed fine of \$300 will result in the continued suspension of her license until the fine is paid in full.
- c. Educator Huff is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline including permanent revocation of her/his license.
- d. This order shall remain permanently in Educator Huff's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.


Charisse Dean, Chair
Arkansas State Board of Education