

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
WAYNE GRIFFIN  
JULY 9, 2020**

**PLSB CASE NO. 20-087**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on July 9, 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 Wayne Griffin (Educator Griffin). Based upon Educator Griffin's acceptance of the Ethics 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 Griffin a standard five-year teaching license on January 1, 2016, valid until December 31, 2020.
- b. The Ethics Subcommittee received an allegation that Educator Griffin 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 January 17, 2020, the Ethics Subcommittee authorized an investigation into allegations that Educator Griffin violated Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom and 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.

Educator Griffin was notified on January 17, 2020, of the Ethics Subcommittee's authorization to investigate this allegation.

d. 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 violations of Standards 1 and 2 in that Educator Griffin:

- Engaged in physical contact with a student
- Exhibited inappropriate disposition inclusive of professional and ethical behavior.

The Ethics Subcommittee recommended that the State Board take the following actions:

- a) Permanent Non-renewal of license by the State Board of Education;
- b) Fine of \$500;
- c) To be completed by: Within 90 days of the State Board of Education final order. (All costs paid by Educator).
- d) On May 1, 2020, Educator Griffin was notified of the Ethics Subcommittee's initial determination and recommendation by first class, certified mail, and secure server. Educator Griffin did not respond to the recommendation of the Ethics Subcommittee which due to this, is deemed as accepted.
- e) At today's meeting the Ethics 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 Subcommittee's recommendations, and enacts

the sanctions accordingly. The Board admonishes Educator Griffin for his violation of the Code of Ethics.

- b. This order shall remain permanently in Educator Griffin professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



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Charisse Dean, Chair  
Arkansas State Board of Education