

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
TINA MICHELLE MCGREW
MARCH 12, 2020**

PLSB CASE NO. 19-174

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on March 12, 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 Tina Michelle McGrew (Educator McGrew). Based upon Educator McGrew'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 McGrew a standard five-year teaching license on January 1, 2018, valid until December 31, 2022.
- b. The Ethics Subcommittee received an allegation that Educator McGrew 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 June 5, 2019, the Ethics Subcommittee authorized an investigation into allegations that Educator McGrew violated Standard 2: an educator maintains competence regarding her or her professional practice, inclusive of professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to her or her organizational position;

- d. Educator McGrew was notified on June 5, 2019, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on January 17, 2020, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standard 2 in that Educator McGrew:
- Exhibited an inappropriate disposition inclusive of professional and ethical behavior.
 - Failed to follow district/state/or federal policies, procedures or regulations.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
1. Written Reprimand;
 2. Assess a \$100 fine (due within 90 days of State Board Order);
 3. Recommended Trainings/Course Work:
 - (i) ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018); Credit Hours: 1
 - (ii) TCC14435: Professional Licensure Standards Board (PLSB): Social Media Guidelines; Credit Hours: 3
 4. Written Reflection indicating how each training will impact the Educator's interactions with students and colleagues.
 5. All costs to be paid by the Educator.
- g. On January 21, 2020, Educator McGrew was notified of the Ethics Subcommittee's initial determination and recommendation by certified and regular mail.
- h. On February 5, 2020, Educator McGrew accepted the recommendation of the Ethics Subcommittee's initial determination and recommendation.
- i. 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 Tina Michelle McGrew for her violation of the Code of Ethics.
- b. Educator McGrew is cautioned that her non-payment of the assessed fine of \$100 may result in the suspension of her license until the fine is paid in full.
- c. Educator McGrew 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 license.
- d. This order shall remain permanently in Educator McGrew's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.


Diane Zook, Chair
Arkansas State Board of Education