

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
NORMAN SNERLING  
DECEMBER 13, 2018**

**PLSB CASE NO. 18-110**

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

At its regular meeting on December 13 2018, 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 Norman Snerling (Educator Snerling). Based upon Educator Snerling's acceptance of the Ethics Subcommittee's recommendation and the evidence presented, in accordance with the Administrative Procedures 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 Norman Snerling a standard five-year teaching license on June 8, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Snerling 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 2, 2018, the Subcommittee authorized an investigation into allegations that Educator Snerling violated Standard 1: An educator maintains a professional relationship with each student, both in and outside of the classroom; and Standard 2: An educator maintains competence regarding his or her professional practice

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

- d. Educator Snerling was notified on March 5, 2018 of the subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on October 5, 2018, the subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standards 1 and 2 in that Educator Snerling:
  - Engaged in inappropriate physical contact with a student (nonsexual), which resulted in injury;
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
  - Probation of Educator Snerling's license for twelve (12) months;
  - Assess a \$250 fine (due within 90 days following the State Board's final order);
  - Complete ERC18064 Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2017) (.5 credit hours);
  - Read book: *Taking Charge of Anger, Second Edition: Six Steps to Asserting Yourself without Losing Control* (289 p); Author: W. Robert Nay, PhD.; ISBN 10: 1462502423; ISBN 13: 978-1462502424;
  - Complete Mandated Reporter: Requirements in Arkansas:  
<https://ar.mandatedreporter.org/UserAuth/Login!loginPage.action>
  - Submit written reflections for each course and book indicating how the trainings and reading impact interactions with students (due within 90 days of the final order date); and
  - Require that all associated costs be paid by Educator Snerling.
- g. On October 8, 2018, Educator Snerling, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. Educator Snerling accepted the Ethics Subcommittee's recommendation on October 17, 2018, thereby waiving his right to any further notice, hearing, or any other rights

he may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

- h. At today's meeting, the 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 Snerling for his violation of the Code of Ethics.
- b. Educator Snerling is cautioned that his non-payment of the assessed fine of \$250 may result in more severe discipline including permanent revocation of her license.
- c. Educator Snerling 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 his license.
- d. This order shall remain permanently in Educator Snerling's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



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Dr. Jay Barth, Chair  
Arkansas State Board of Education