

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
PHYLLIS CAROL MAYO
DECEMBER 13, 2018**

PLSB CASE NO. 18-158

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 Phyllis Carol Mayo (Educator Mayo). Based upon Educator Mayo'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 Phyllis Carol Mayo a standard five-year teaching license on January 1, 2016, valid until December 31, 2020.
- b. The Ethics Subcommittee received an allegation that Educator Mayo 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 1, 2018, the Subcommittee authorized an investigation into allegations that Educator Mayo violated Standard 2: competence regarding his or her professional practice inclusive of skills, knowledge, dispositions, and responsibilities relating to his or her organizational position; and Standard 6: An educator keeps in confidence

- secure standardized test materials and results and maintains integrity regarding test administration procedures.
- d. Educator Mayo was notified on June 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 2 and 6 in that Educator Mayo:
- Failed to adhere to test administration procedures.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
- Place license on probation for two (2) years;
 - 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: *The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses* (256 p); Author: Linda Galindo; ISBN 13: 9780470500163;
 - Read book: *The Ethical Teacher* (192 p); Author: Elizabeth Campbell; ISBN 10: 0335212182/ISBN 13: 978-0335212187;
 - Submit written reflections for each course and book indicating how the trainings and reading influence decision making and professional practices (due within 90 days of the final order date); and
 - Require that all associated costs be paid by Educator Mayo.
- g. On October 8, 2018, Educator Mayo, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. Educator Mayo accepted the Ethics Subcommittee's recommendation on October 16,

2018, thereby waiving 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.

- 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 Mayo for her violation of the Code of Ethics.
- b. Educator Mayo 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.
- c. This order shall remain permanently in Educator Mayo's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Dr. Jay Barth, Chair
Arkansas State Board of Education