

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
MICHAEL TIMOTHY FLETCHER  
JANUARY 11, 2018**

**PLSB CASE NO. 17-233**

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

At its regular meeting on January 11, 2018, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee for disciplinary action against the teaching license of Michael Timothy Fletcher (Educator Fletcher). Based upon Educator Fletcher's failure to respond to the 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 Michael Timothy Fletcher a standard five-year teaching license on July 14, 2015, valid until December 31, 2019.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Educator Fletcher 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, 2017, the Subcommittee authorized an investigation into allegations that Educator Fletcher 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 Fletcher was notified on June 8, 2017, of the subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on November 6, 2017, the subcommittee unanimously found that reasonable belief existed to substantiate violations of Standards 1 and 2 in that Educator Fletcher:
  - Admitted to sending an inappropriate image to a student via Snapchat of himself "flipping off" another student with his middle finger; and
  - Made inappropriate comments to a student(s) to include, but not limited to, stating he had a crush on a student, stating he loved a student, and making sexual innuendos toward female students.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
  - Suspend Educator Fletcher's license for three (3) years;

- Assess a \$100 fine to be paid within 90 days following the State Board's final order;
  - Require educator to complete training through the ArkansasIDEAS online portal taking *Course TCC 14435: Professional Licensure Standards Board (PLSB) Social Media Guidelines* (3 hours);
  - Require educator to write a reflection statement on how this training will impact his classroom teaching and learning environment;
  - The written reflection must be submitted to the PLSB office within ninety (90) days following the Board's final order; and
  - Require that all associated costs be paid by Educator Fletcher.
- g. On November 7, 2017, Educator Fletcher, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- h. Educator Fletcher did not respond to the Ethics Subcommittee's recommendation, 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.
- i. 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 Fletcher for his violation of the Code of Ethics.

- b. Educator Fletcher is cautioned that his non-payment of the assessed fine of \$100 will result in the continued suspension of his license until the fine is paid in full.
- c. Educator Fletcher 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 Fletcher'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