

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION  
MAY 11, 2017**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER  
IN RE REBECCA GRAMLING, PLSB CASE NO. 17-015**

At its meeting on May 11, 2017, 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 Rebecca Gramling (“Educator Gramling”). Based upon 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 Gramling a standard five year teaching license on January 1, 2014, valid until December 31, 2018.
- b. The Ethics Subcommittee received an allegation that Educator Gramling violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (“Code of Ethics”) promulgated pursuant to Ark. Code Ann. §§ 6-17-422 and 6-17-428.
- c. On July 11, 2016, the Ethics Subcommittee authorized an investigation into allegations that Educator Gramling 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 skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.

- d. On July 22, 2016, Educator Gramling was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On March 3, 2017, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Gramling violated Standards 1 and 2 of the Code of Ethics when she:
- Hit, struck, or had similar inappropriate physical interaction with one or more students.
  - Did not administer corporal punishment in accordance with school district policy.
  - Did not administer corporal punishment in accordance with school district policy.
  - Asked or otherwise encouraged a colleague to provide false information about an incident.

The Ethics Subcommittee recommended that the Board order a one year probation of the license of Educator Gramling; assess a fine of \$75.00 which is due within ninety (90) days of the State Board final order; and require training to include ArkansasIDEAS online portal course IAD14491 Classroom Management: Managing the Challenging Behavior (2 hours); and IAE 14017 The Learning Classroom: Feelings Count (.5 hours); Educator Gramling to submit to the PLSB office written reflections on each training. All training and written reflections to be completed within sixty (60) days of the State Board final order. All associated costs to be paid by the educator.

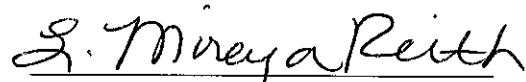
- f. On March 7, 2017, Educator Gramling was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.

- g. Educator Gramling did not respond to the Ethics Subcommittee's recommendation, thereby waiving her right to any further notice, hearing, or any other rights she might 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 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 and pursuant to Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428, and 25-15-201 et seq., and the Code of Ethics, the Board adopts the Ethics Subcommittee's recommendation.
- b. Accordingly, the Board admonishes Educator Gramling for her violations of the Code of Ethics; places her license on probation for one (1) year; assesses a fine of \$75.00; requires the timely completion of coursework to include ArkansasIDEAS course IAD14491, Classroom Management: Managing the Challenging Behavior (2 hours) and ArkansasIDEAS Course IAE14017 The Learning Classroom: Feelings Count (.5 hours) with written reflections on each training to be provided to the PLSB office within sixty (60) days of the date of this final order.
- c. Educator Grambling 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 Gramling's professional licensure file and in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

A handwritten signature in black ink that reads "Mireya Reith". The signature is written in a cursive style with a horizontal line underneath the name.

Mireya Reith, Chair  
Arkansas State Board of Education