

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION  
FEBRUARY 9, 2017**

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER  
IN RE MICHAELA MONIQUE JEFFREY, PLSB CASE NO. 17-043**

At its regular meeting on February 9, 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 Michaela Jeffrey (“Educator Jeffrey”). Based upon Educator Jeffrey’s failure to respond to 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 Educator Jeffrey a standard five-year teaching license effective January 1, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Jeffrey 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 August 5, 2016, the Ethics Subcommittee authorized an investigation into allegations that Educator Jeffrey violated Standards 1 and 2: 1. An educator maintains a professional relationship with each student, both in and outside the classroom. 2: An educator maintains competence regarding his or her professional practice inclusive of skills, knowledge, dispositions and responsibilities related to his or her organizational position.

- d. On August 11, 2016, Educator Jeffrey was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On December 2, 2016, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found that Educator Jeffrey violated Standards 1 and 2 of the Code of Ethics when she:

Posted or allowed the posting of an inappropriate picture on her social media account to which a student had potential access; and  
Posted or allowed the posting of an inappropriate picture on her social media account to which a student, parent, or other members of the school community had access.

The Ethics Subcommittee recommends that the State Board issue a one year license probation; assess a \$75.00 fine; require her to complete training through the ArkansasIDEAS online portal, Course TCC14435 *Professional Licensure Standards Board (PLSB) Social Media Guidelines* (3 hours); and provide a written reflection on the training to the PLSB office. This training will be in addition to any training required by the Arkansas Department of Education or the school district. Both training and written reflection are to be completed within sixty (60) days of the Board's final order. All costs to be paid by the educator.

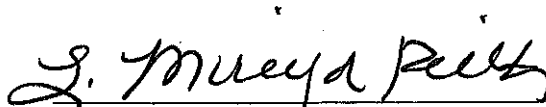
- f. On December 9, 2016, Educator Jeffrey was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. Educator Jeffrey did not respond to the recommendation and she did not request a hearing thereby waiving her right to any further notice or 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 recommendations of the Ethics Subcommittee.
- b. Accordingly, the Board admonishes Educator Jeffrey for her violation of the Code of Ethics; issues a one year license probation; assesses a \$75.00 fine; requires her to complete training through the ArkansasIDEAS online portal on Course TCC14435 *Professional Licensure Standards Board (PLSB) Social Media Guidelines* (3 hours); and provide a written reflection on the training to the PLSB office. This training will be in addition to any training required by the Arkansas Department of Education or the school district. Both training and written reflection are to be completed within sixty (60) days of the Board's final order. All costs to be paid by the educator.
- c. Educator Jeffrey is cautioned that further violations of the Code of Ethics from the date of this order or failure to pay the fine within ninety (90) days of 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 Jeffrey's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

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

Mireya Reith, Chair  
Arkansas State Board of Education