

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
JANUARY 12, 2017**

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER
IN RE GREGORY FRANKLIN HENDRIX, PLSB CASE NOS. 16-142 and 16-159**

At its regular meeting on January 12, 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 Gregory Franklin Hendrix (Educator Hendrix). Based upon Educator Hendrix's consent 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 Hendrix a standard five-year teaching license on January 1, 2013, valid until December 31, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Hendrix 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. The Ethics Subcommittee authorized an investigation into allegations Educator Hendrix violated Standards 1, 2, and 3: 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 relating to his or her organizational

position. 3. An educator honestly fulfills reporting obligations associated with professional practices.

- d. Educator Hendrix was notified on May 16, 2016, of the Ethics Subcommittee's authorization on May 6, 2016, to investigate this allegation.
- e. After considering the investigator's report and evidence on October 7, 2016, the Ethics Subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standards 1, 2, and 3, in that Educator Hendrix:
- Engaged in inappropriate classroom discussions;
 - Showed one or more inappropriate videos during class;
 - Unprofessionally discussed one or more organizations and/or segments of a population (i.e. Democrats, liberals, Black Lives Matter, African Americans, homosexuals, Muslims, etc.) during class;
 - Asked or otherwise indicated that one or more students should find out which student complained about a video that he had shown; and
 - Falsified one or more verification forms.

The Ethics Subcommittee recommended that the Board place Educator Hendrix's license on probation for one (1) year, assess a fine of \$75.00, require him to complete training through the ArkansasIDEAS online portal, specifically (i) IAD14492 *Classroom Management: Building Effective Relationships, 2nd Edition* (11 hours); and (ii) IAE14017 *The Learning Classroom: Feelings Count* (0.5 hours), with written reflections for each training submitted to the PLSB office within sixty (60) days of the date of this order. All costs to be paid by Educator Hendrix.

- f. Educator Hendrix was notified of the Ethics Subcommittee's reasonable belief determination and recommendation on October 11, 2016, by certified and regular mail.
- g. Educator Hendrix accepted the Ethics Subcommittee's recommendation on November 14, 2016, thereby waiving his right to any further notice or hearing or any

other rights he 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. Accordingly, the Board orders that Educator Hendrix's license be placed on probation for one (1) year, assesses a fine of \$75.00, and requires completion of the training and submission of written reflections as set forth above.
- b. Educator Hendrix 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.
- c. This order shall remain permanently in Educator Hendrix's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Mireya Reith, Chair
Arkansas State Board of Education