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CONCORD SCHOOL DISTRICT

Concord Public School

School Board

Chris Roark, President
Crystal Evans, Vice President
Cecilia West, Secretary
Matt Anderson
Rodney Brackett
Darren Jones
Jeffrey Wells

P.O. Box 10

Concord, Arkansas 72523

Phone: (870)668-3844 Fax: (870)668-3380

Administration

Superintendent
Michael Davidson, Ed. D.
Concord High School Principal
Scott Whillock
Concord Elementary Principal
Steven Tarver

May 2, 2019

Mr. Johnny Key
Commissioner
Arkansas Department of Education
Four Capitol Mall
Little Rock, AR 72201-1019

On Wednesday, April 24 at approximately 12:40 pm, a very tragic thing happened at our school. An eighth grade student entered the restroom in the cafeteria and shot himself. He was pronounced dead at the scene.

Our school district was placed in lockdown while our school security officers and law enforcement evaluated the situation. Parents were notified that we were in lockdown and that no students were in danger.

It was my decision not to have school on the following Thursday and Friday. First and foremost we needed to prepare to counsel our students and staff when they returned to school. I felt we needed time to develop a plan for meeting the emotional needs of our students. Also, we are a small school district of approximately 450 students in K-12 and around 100 students in the daycare and the preschool program. We have one cafeteria for the entire district. Law enforcement told us Wednesday afternoon that we could not use the cafeteria Thursday morning. They released the cafeteria back to us around mid-morning on Thursday.

As the superintendent I felt this was not the appropriate time for the use of Alternative Methods of Instruction.

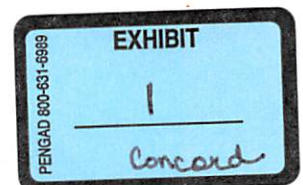
I am writing this letter requesting a waiver to not make up the two days missed, April 25th and 26th. Our last day of school was supposed to be Thursday, May 23rd. Thank you so much for considering our request. Please keep our students, families, and staff in your thoughts and prayers.

Sincerely,



Michael Davidson
Superintendent of Schools

Home of the Pirates



2018-19 Calendar

August 6-10**	Professional Development
August 9	Open House
August 15	1st Day of School
September 3	Labor Day-NO SCHOOL
September 27	P/T Conferences
September 28	"Flex Day"-NO SCHOOL
October 12	1st Qtr Ends (41 Days)
October 18	Report Cards go Home
November 19-23	Thanksgiving Break
December 21	Second Quarter Ends (45 Days)
December 24-January 1	Christmas Holidays
January 7	Return to School
January 10	Report Cards go Home
February 21	P/T Conferences
February 22	NO SCHOOL/Snow Makeup Day #1
March 15	End of 3rd quarter (49 days)
March 18-22	Spring Break
April 19	Good Friday/Snow Day #2
May 23	4th Qtr Ends (43 days)
May 24, 25, 29, 30, 31	Add'l Snow Make-up Days

**Principals will work with their building teams to determine which days during the summer they would like to have PD. District PD will be the week of the 6-10. Exactly which days will come at a later date.

2018-2019 School Calendar

CONCORD SCHOOL DISTRICT

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July 04:	Independence Day
August 6-10:	Professional Dev.
August 9:	Open House
August 15:	1 st Day of School
Sept 3:	Labor Day - NO SCHOOL
Sept. 27:	P/T Conferences
Sept. 28:	Flex Day-NO SCHOOL
Oct. 12:	1 st Qtr. Ends (41 Days)
Oct. 18:	Report Cards Go Home
Nov. 19-23:	Thanksgiving Break
Dec. 21:	2 nd Qtr Ends (45 Days)
Dec. 24-Jan. 4:	Christmas Holidays
Jan 7:	Return to School
Jan. 10:	Report Cards Go Home
Feb. 21:	P/T Conferences
Feb. 22:	No School/Snow makeup #1
Mar. 15:	End of 3 rd Qtr. (49 Days)
Mar. 18-22:	Spring Break
April 19:	Good Friday/Snow Day #2
May 23:	4 th Qtr. Ends (43 Days)
May 24-31:	Add'l Snow Makeup Days

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2018-19 Concord School District

July 04:	Independence Day
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Turn in time sheets on these days.
"No School Days"

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A-4: WENDY NAUMAN

ADE EXHIBITS 1-5

State of Arkansas

EDUCATOR LICENSE

By virtue of the authority vested in the Arkansas State Board of Education, we hereby issue this Educator License to

WENDY JOY NAUMAN

This is to certify that person name hereon is licensed under the laws of Arkansas to teach or serve in the public schools in the capacity indicated.

CID: 3754148

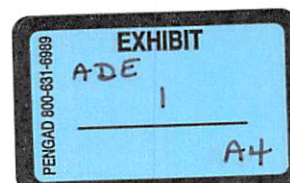
MASTERS

Code	Area	Type	Grade Level	Valid From	Valid To
001	Early Childhood Education	Standard	PK - 4	1/1/2014	12/31/2018
307	ESL	Standard	PK - 8	1/1/2014	12/31/2018
308	ESL	Standard	7 - 12	1/1/2014	12/31/2018



COMMISSIONER OF EDUCATION

MANAGER - EDUCATOR
LICENSURE





Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

AELS CID: 3754148

01/04/2019

PERSONAL AND CONFIDENTIAL

Wendy J. Nauman
[REDACTED]

BY FIRST CLASS & CERTIFIED MAIL
RETURN RECEIPT REQUESTED NO.: [REDACTED]

RE: Child Maltreatment Background Check

Dear Ms. Nauman:

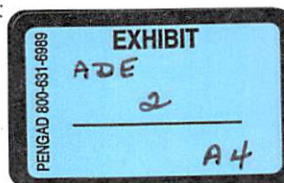
The Arkansas Department of Education has reviewed your background checks required under Ark. Code Ann. § 6-17-410 and § 6-17-411 as a condition of your licensure or employment with an educational entity.

Our office has received a finding of a true report against you from the Child Maltreatment Central Registry.

Date: 09/10/2017
[REDACTED]

Therefore, the Department will recommend that the State Board of Education deny your eligibility for licensure and employment in an Arkansas education agency or school district.

The Department of Human Services has advised us that it also sent you a letter concerning the true report. You must contact this office within fourteen (14) days of the date of this letter if you intend to seek to have your name removed from the Child Maltreatment Central Registry. If you are successful in getting your name removed from the Child Maltreatment Registry, our office may be able to withdraw this letter. (See the information below for contacting the Department of Human Services).



ADE EXHIBIT 2
Page 1 of 6

Failure to contact us or provide this information within fourteen (14) days of the date of this letter may result in denial of your licensure and disqualify you for employment in a charter school, school district, or education service cooperative.

You are entitled to a hearing in front of the State Board of Education regarding denial of your license. Ark. Code Ann. § 6-17-410(f) authorizes the State Board to grant waivers of the licensure eligibility provisions of § 6-17-410(c) upon request of an affected applicant for licensure. To request a hearing for a waiver of the disqualifying offense, you must submit your written request to this office, by mail or by email, within thirty (30) days of the date of this letter.

If you have petitioned the DHS to have your name removed from the Child Maltreatment Central Registry, you may request that your hearing before the State Board be postponed until you have a final determination from the Department of Human Services, as the name removal will alleviate the need to seek a waiver from the State Board.

State Board of Education meetings occur once a month and are available to the public through live video-streaming. A request to be placed on the agenda must be received not less than three weeks before the meeting date. The Board meets in the Auditorium of the Arkansas Department of Education - Arch Ford Education Building, Four Capitol Mall, Little Rock. Meeting dates may be found at: http://www.arkansased.org/events/event_categories/state-board-of-education

The circumstances that the State Board may consider includes, but is not limited to:

- The age at which the crime or incident was committed
- The circumstances surrounding the crime or incident
- The length of time since the crime or incident
- Subsequent work history
- Employment references
- Character references
- Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel.

If you request a hearing, you will be asked to provide to this office a written statement and any supporting documents that at a minimum address those considerations, including the names and phone numbers of persons who may verify information contained in your statement or documentation. See the enclosure for more instructions.

You may obtain information concerning the disqualifying offense or schedule a hearing to request a waiver from the State Board of Education by contacting Taylor Dugan, Arkansas

Department of Education, Four Capitol Mall, Little Rock, AR 72201, (501) 682-1958; or by email at Taylor.Dugan@Arkansas.gov.

Sincerely,

/s/ Taylor Dugan

Taylor Dugan, Attorney

Enclosures: How to Obtain Further Information or Correct a Record
Requesting a Waiver

cc: Simoné Blagg, Attorney Educator Effectiveness & Licensure

HOW TO OBTAIN FURTHER INFORMATION OR CORRECT A RECORD

Ark. Code Ann. § 6-17-410

Provides that the Department of Education shall not issue a first-time license nor renew an existing license and shall revoke any existing license not up for renewal of any person who has a true report in the Child Maltreatment Central Registry or has pled guilty or nolo contendere to or has been found guilty of any of [certain listed] offenses, *including offenses which have been expunged or pardoned.*

Ark. Code Ann. § 6-17-411

Requires a background check for initial employment with an entity that is identified by the Department of Education as a local education agency, except that for a public school operated by a school district the school district is the educational entity

To challenge a record with the Federal Bureau of Investigation contact:

1931 CJIS Division
Attention: Criminal History Analysis Team 1
1000 Custer Hollow Road
Clarksburg, WV 26306

(or go to www.fbi.gov, and enter in the search box
Challenge of a Criminal History Summary)

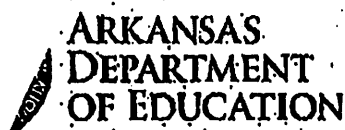
To challenge a record with the Arkansas State Police contact:

Arkansas State Police Identification Bureau
1 State Police Plaza Drive
Little Rock, AR 72209

For Child Maltreatment Central Registry name removal or other DHS Information, contact the Department of Human Services, Child Maltreatment Central Registry:

Dennis Robins
Manager, Central Registry
501-682-0405
dennis.robins@arkansas.gov

Forms and instructions are available on the DHS website:
<http://humanservices.arkansas.gov/dchs/Pages/default.aspx>
CLICK ON DCFS FORMS in the left side menu to find these forms:
CFS-0328-A Request for Name Removal From the Central Registry
CFS-0328-A Instructions



REQUESTING A WAIVER OF A DISQUALIFYING OFFENSE

You have been notified that, as a result of the background check reviewed by the Arkansas Department of Education, you are disqualified for licensure and for employment with a charter school, school district, or education service cooperative, and that you are entitled to request a waiver of that disqualification from the State Board of Education. Below are the steps to follow to seek a waiver.

Ark. Code Ann. § 6-17-410

Provides that the Department of Education shall not issue a first-time license nor renew an existing license and shall revoke any existing license not up for renewal of any person who has a true report in the Child Maltreatment Central Registry or has pled guilty or nolo contendere to or has been found guilty of any of [certain listed] offenses, *including offenses which have been expunged or pardoned.*

Ark. Code Ann. § 6-17-411

Requires a background check for initial employment with a charter school, school district, or education service cooperative.

1 Request a Hearing

To request a hearing for a waiver of the disqualifying offense, you must submit your written request to the Department by mail, fax, or email, within thirty (30) days of the date you are notified of the disqualification.

You may, but are not required to be, represented by an attorney at any stage of this process.

2 Provide Documentation

The Department will confirm your request for a waiver and ask you to provide a written statement and any supporting documents that at a minimum address the circumstances that the Board will consider (see STEP 3), including the names and phone numbers of persons who may verify information contained in your statement or documentation. You must also provide a signed and notarized form providing authorization for the release of criminal records from courts and law enforcement. If your documentation is received less than six (6) weeks before the scheduled State Board meeting the matter may be postponed until after all documentation is received and reviewed by the Department.

3 Accept or Reject the Department's Recommendation

After reviewing the documentation received from you or from other agencies, the Department will advise you of its decision to:

- Recommend a waiver to the State Board, including any conditions for licensure, such as:

- Probation or suspension for a specific period of time;
- Counseling, rehabilitation, or training;
- Background check at end of probation or suspension;
- No other disqualifying offenses or ethics violations during the probation or suspension period;
- Recommend that the State Board not issue, not renew, or revoke the license as applicable; or
- Decline to make a recommendation.

You will be given the opportunity to accept or reject the recommendation.

- If you accept the recommendation, the matter will be placed on the State Board's consent agenda. The consent agenda is voted on at that public meeting, and therefore, any documents presented to the State Board are public. If the matter is submitted on the consent agenda, you do not have to appear at the meeting. However, sometimes the State Board members have questions, and you may want to be there to respond to those questions. The State Board has the final decision and may accept a recommendation on the consent agenda or reject the recommendation and afford the educator the opportunity for a hearing at a later date.
- If you reject the recommendation, you will proceed to a hearing.

4 State Board Hearing

If you request a hearing, you should appear at the meeting and be prepared to present your case and answer questions from the State Board members. If you request a hearing and do not appear, the State Board may decide the matter without you being present. Hearings are conducted at a public meeting of the State Board that is videoed by live streaming and archived. All documents provided to the State Board are public record. You should consult the Rules Governing Background Checks and License Revocation for information on the hearing process (Section 8). The rules are online at <http://www.arkansased.org/> under Rules – Current.

The circumstances that the State Board may consider includes, but is not limited to:

- The age at which the crime or incident was committed
- The circumstances surrounding the crime or incident
- The length of time since the crime or incident
- Subsequent work history
- Employment references
- Character references
- Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel.

The State Board typically makes a decision at the time of the State Board meeting at which the consent agenda or hearing is considered.

Matthews
Campbell
Rhoads
McClure &
Thompson P.A.
ATTORNEYS

119 South Second Street
Rogers, AR 72756-4525

PH 479/636-0875
FX 479/636-8150

David R. Matthews¹
Craig A. Campbell (retired)
George R. Rhoads³
Edwin N. McClure^{1,2}
Larry J. Thompson
Sarah L. Waddoups
Scott Tidwell^{1,3}
Ryan P. Blue
Edmond Joseph McGehee
Brent A. Johnson
Jordan L. Snoderly

Kimberly R. Weber⁴
M. Anneliese Reed
Mary B. Matthews
of counsel

¹ also admitted in Missouri
² also admitted in New York
³ also admitted in Oklahoma
⁴ also admitted in Texas

Email
rpb@mcrmt.com

Website
www.mcrmt.com

January 9, 2019

Taylor Dugan, Attorney
Arkansas Department of Education
Four Capitol Mall
Little Rock, AR 72201

Re: Wendy J. Nauman

Dear Taylor:

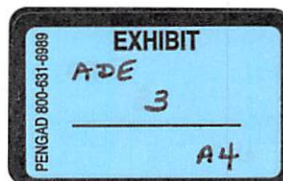
I have been retained by Wendy Nauman to represent her before the Arkansas Department of Education. She is currently seeking to have her name removed from the Arkansas Child Maltreatment Registry. She would also like to request a hearing regarding the denial of her license including but not limited to requesting a waiver. It is my understanding that the next step in this process is for the Department of Education to send correspondence confirming the request for a hearing and requesting a written statement and any other documentation addressing the circumstances that the Board should consider. Thank for your attention to this matter and I look forward to working with you regarding Wendy Nauman's teaching license.

Sincerely,



Ryan P. Blue

cc: Simone Blagg, Attorney Educator Effectiveness and Licensure
Client





Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

AELS CID: 3754148

April 18, 2019

PERSONAL AND CONFIDENTIAL

Wendy J. Nauman
Ryan Blue, Attorney
119 South Second Street
Rogers, AR 72756-4525
479-636-0875 (phone)
479-636-8150 (fax)

VIA: E-mail

RE: Wendy Nauman-Waiver Request

Dear Mr. Blue:

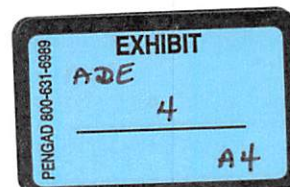
A hearing will be held on **May 9, 2019**. To determine whether the license of Wendy Nauman will be revoked pursuant to Ark. Code Ann. § 6-17-410(c). **The State Board meets at 10:00 a.m. in the Auditorium of the Arkansas Department of Education – Arch Ford Education Building, Four Capitol Mall, in Little Rock.** The time at which agenda items are heard is within the State Board's discretion, therefore I cannot provide a specific time. However, you will be able to view the agenda on the ADE website once it is published.

If you have any questions, please feel free to contact Mr. Taylor Dugan at (501) 682-1958, or by email at Taylor.Dugan@arkansas.gov.

Sincerely,

/s/ Taylor Dugan

Taylor Dugan, Attorney
Legal Services



Arkansas Code of 1987 Annotated Official Edition
© 2018 by the State of Arkansas All rights reserved.

Current through all laws of the 2017 Regular Session and 2017 First Extraordinary Session, including changes and corrections by the Arkansas Code Revision Commission.

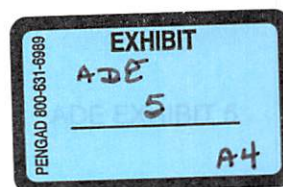
Title 6 Education
Subtitle 2. Elementary And Secondary Education Generally
Chapter 17 Personnel
Subchapter 4-- Licensure Generally

A.C.A. § 6-17-410

~~A.C.A. § 6-17-410 (Lexis Advance through all laws of the 2017 Regular Session and 2017 First Extraordinary Session, including changes and corrections by the Arkansas Code Revision Commission)~~

~~(6-17-410. Teacher licensure)-- Application, renewal application, revocation, suspension, and probation -- Definitions.~~

~~(c) (The state board shall not) issue a first-time license nor (renew an existing license) and shall revoke any existing license not up for renewal (of any person who has a true report) (in the Child Maltreatment Central Registry) or has pled guilty or nolo contendere to or has been found guilty of any of the following offenses by any court in the State of Arkansas or of any similar offense by a court in another state or of any similar offense by a federal court:~~



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A-4: WENDY NAUMAN
EDUCATOR'S EXHIBITS 1-6



Arkansas Department of Human Services
Division of Behavioral Health Services

DL#: 920-52-1970
Driver Control #
Date of Offense: 09-09-2017
Date of Conviction
Date of Birth: 04-25-1980
Court
Hours: 12

CERTIFIES THAT

Wendy Nauman

has completed the requirements of the
DRUG AND ALCOHOL SAFETY EDUCATIONAL PROGRAM



CONDUCTED AT **Decision Point, Inc. Bentonville, AR**

09-21-2017

COMPLETION DATE

DASEP 01-14

DHS #

01317

CERTIFICATE NO.

Martin Bergstrom

INSTRUCTOR SIGNATURE

Tracy Henson CIT

DIRECTOR SIGNATURE

09-21-2017

DATE

09-21-2017

DATE



PENGAD 800-531-6389

EXHIBIT
Educator's

A4



Certificate of Completion

This certificate is awarded to

Wendy Nauman

Verifies that the above named party attended the MADD Victim Impact Panel & payment was received. Please retain this as documentation of attendance. MADD is not responsible for lost certificates. A fee will be charged for replacement of lost certificate.

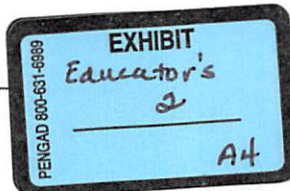
MADD Arkansas Victim Impact Panel Northwest Arkansas

MADD Arkansas State Office | Benton County, AR - Washington County, AR | Date: 10-2-17 (R)

DL#

DOB:

4-25-80



SHARING PREVENT
VICTIM to DRUNK
STORIES DRIVING

Pamela Seel

Pamela Sell
State Program Director, MADD Arkansas

Driving University, LLC

P.O. Box 878, Howe, TX 75459
Support@DrivingUniversity.com
Toll free: 877.937.4846
Fax: 877.919.8230



Wendy J Nauman, Ms.
1300 Ne Buckingham Blvd
Bentonville, AR72712

Certificate of Completion

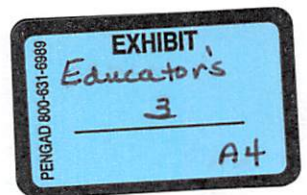
This certifies that on September 15, 2017, Wendy J Nauman successfully completed the traffic safety course provided by Driving University, LLC.

Wendy J Nauman
1300 Ne Buckingham Blvd
Bentonville, AR 72712

Arkansas DL: 920521970

Certificate #: 391709

Driving University, LLC
By Lilliana Rangel, Director



WENDY J. NAUMAN

1300 NE Buckingham Blvd. Bentonville, AR 72712

Email: wjnauman7@gmail.com

479.601.7495

EDUCATION

JOHN BROWN UNIVERSITY (May 2011)

ESL Endorsement PK-12

I was chosen by the Bentonville school district to attend these classes at JBU, and the district paid for my endorsement.

UNIVERSITY of ARKANSAS (May 2003)

Masters in Arts and Teaching

I received the "Great Expectations of Arkansas" scholarship which paid for my graduate school in full; and graduated with a 4.0 GPA

UNIVERSITY of ARKANSAS (May 2002)

Bachelor of Science in Education

EXPERIENCE

APPLE GLEN ELEMENTARY---Bentonville, AR

K-4 Interventionist

August 2016-January 2019

APPLE GLEN ELEMENTARY---Bentonville, AR

Literacy Coach

August 2012-June 2016

SUGAR CREEK ELEMENTARY – Bentonville, AR

First Grade teacher

August 2011-June 2012

Second Grade teacher

August 2006-June 2011

HAPPY HOLLOW ELEMENTARY – Fayetteville, AR

First Grade teacher

August 2003-June 2006

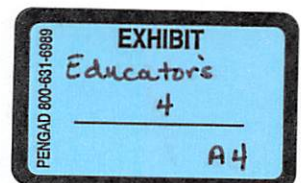
HAPPY HOLLOW ELEMENTARY – Fayetteville, AR

MAT student (Graduate Placements in K, 3rd, and 1st grade)

August 2002-June 2003

SPECIAL TRAINING

- Phonics First Level Two (July 2017)
- Phonics First Level One (May 2016)
- Professional Learning Communities at Work Institute (2015)
- DIBELS Super Institute (July 2014)
- ASCD Conference (March 2014)
- Lucy Calkins' Readers and Writers Workshop participant (October 2012)



- Teacher Leader Coach at the Arkansas Leadership Academy (August 2011-July 2013)
- ESL endorsement classes offered at JBU by the Bentonville School District (August 2010-May 2011)
- Participant in the Arkansas Leadership Academy (August 2010-June 2011)
- Cognitive Guided Instruction for Mathematics Year One (July 2010-April 2011)
- Professional Learning Communities at Work Institute (September 2007)
- Presenter at Second Grade Math Investigations Training (August 2007)
- Pathwise Mentor Training (July 2007)
- Ruby Payne's Learning Structure (July 2006)
- Reading First Summer School Training (June 2005)
- ELLA (August 2004-2006)
- Arkansas Reading Conference (October 2003)
- A.I.M.S Summer Workshop (June 2003)
- Association of Teacher Educators Conference (February 14-17, 2003)
 - Presented a paper entitled "A University/Public School/Private Foundations Collaborative: Changing the Way We Educated Novice Teachers"
- "Great Expectations of Arkansas" Winter Celebration (January 25, 2003)
- ESL Symposium (January 23, 2003)
- Northwest Arkansas Writing Project Fall Mini-Conference (October 5, 2002)
- "Great Expectations of Arkansas" Basic I Summer Institute (July 21-25, 2002)

HONORS/LEADERSHIP

- National Board for Professional Teaching Standards recipient (November 2009-present)
- Facilitator of school-wide trainings on effective data collection and analysis to improve teacher instruction and increase student success in the classroom (August 2015-June 2017)
- Facilitator of school-wide and district-wide trainings on effective literacy instruction in the classroom (August 2012-June 2017)
- Served on school leadership team which is responsible for making decisions that impact our school culture, and student and teacher learning (August 2012-January 2019)
- Teacher Leader Coach at the Arkansas Leadership Academy (August 2011-July 2013)
- Co-designed digital literacy curriculum for district program in association with TRIKE Theater located on the Bentonville square (June 2015-August 2015)
- Served on district Act 1268 (Dyslexia law) Committee which helped identify the district's role in implementing the requirements of the law to best serve our students and inform our teachers and parents (August 2014-2015)
- Served on district Phonics Committee to select district program to be implemented for the 2015-2016 school year (August 2014-June 2015)
- District-wide DIBELS (Dynamic Indicator of Basic Early Literacy Skills) training co-trainer (August 2012)
- School-wide DIBELS training co-trainer (September 2010)
- Grade Level Representative for Second Grade (August 2007-June 2011)
- "Comprehensive Literacy" Model Classroom (August 2007-June 2011)
- Presenter at Second Grade Math Investigations Training (August 2007)
- "Reading First" Model Classroom (August 2004-June 2006)
- "Reading First" training video for Fayetteville Public School District (February 2005)
- Association of Teacher Educators Conference (February 14-17, 2003)
 - Presented a paper entitled "A University/Public School/Private Foundations Collaborative: Changing the Way We Educated Novice Teachers"
- "Graduating Student Leader for the University of Arkansas" (1 of the 50 students chosen from the entire 2002 graduating class to be honored for excellence in leadership while attending the University of Arkansas.)
- "Great Expectation of Arkansas" Fellowship Recipient for 2002

COMMUNITY INVOLVEMENT

- Member of Charity Baptist Church in Rogers, AR (June 2003-present)
 - Sunday School teacher for 3-5-year olds (August 2006-present)

- Member of W.O.W (Women of Worship); this is a church club designed to build our community within and outside of the church. We offer services such as the food pantry, October and April events for the children of the church, and Father's and Mother's Day activities for members (June 2003-present)
 - Assistant to Youth Directors for Youth Ministry (August 2016-present)
- Worked with the Trike Theater in downtown Bentonville to develop a digital literacy curriculum for district program in association with TRIKE Theater (June 2015-August 2015)
- Volunteer with Race for the Cure (April 2006-April 2009)
- Polar Bear Plunge with school team to raise awareness for the Special Olympics (February 2012)
- First Friday Volunteer in downtown Bentonville to support Bentonville Public Schools and the community (August 2012-present)

REFERENCES

- Lisa St. John, Principal at Osage Creek Elementary
 - lstjohn@bentonvillek12.org
 - 479.286.9500
- Leslie Lyons, Principal at Old High Middle School
 - llyons@bentonvillek12.org
 - 479.254.5440
- Kendra Schacht, Assistant Principal at Apple Glen Elementary School
 - kschacht@bentonvillek12.org
 - 479.254.5580
- Mary Lou Wiatrek, District Literacy Specialist/Interventionist at Old High Middle School
 - mwiatrek@bentonvillek12.org
 - 479.721.5844
- Jennifer Bowen, Literacy Coach at Willowbrook Elementary School
 - jbowen@bentonvillek12.org
 - 479.644.1228
- Kellie Pledger, Interventionist at Willowbrook Elementary School
 - kpledger@bentonvillek12.org
 - 479.466.5093
- Ashleigh Dewey, teacher at Apple Glen Elementary
 - adewey@bentonvillek12.org
 - 479.381.0113
- Candice Edwards, teacher at Apple Glen Elementary/Old High Middle School
 - cedwards@bentonvillek12.org
 - 479.799.9357
- Noel Dollard, teacher at Apple Glen Elementary/Old High
 - ndollard@bentonvillek12.org
 - 479.236.2876
- Sara Asplund, teacher at Apple Glen Elementary
 - sasplund@bentonvillek12.org
 - 479.381.2445
- Amanda Linn, Curriculum Programs Facilitator
 - alinn@uark.edu
 - 479-466-3594

Monday, May 6, 2019

Arkansas Department of Education,
Educator Effectiveness and Licensure
Four Capital Mall, Box 20
Little Rock, AR 72201

RE: Wendy Nauman, Waiver Request

Dear Sir or Madam,

I am writing this letter to request a waiver on my teaching license. I sincerely feel, that this moment of indiscretion, is not reflective of my character as a wife, a mother, and an educator. I deeply regret the choice I made a little over a year ago, and have been completely consumed with the consequences of my actions, which has caused me much contemplation and remorse.

This truly has been a life-changing event for me. An event, I can confidently say, will NEVER happen again. My world was rocked, for lack of a better terms. I gained a lot of introspect and knowledge from my instructor at Decision Point; the online defensive driving course, in which I took voluntarily; and from the advocates that shared their stories during the MADD class I attended at the Rogers Public library. It is my hope to impart this wisdom on to my own children and the youth I work with at Charity Baptist Church. I want them to understand the repercussions and consequences of their actions, and expose them to the resources they have available to them.

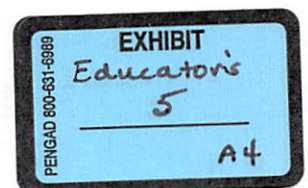
I am currently in my 17th year as an educator. I am a National Board-certified teacher, and I have a Master's degree in Elementary Education. My license renewal came up 1 December 2018, and because of my placement on the central registry, I was denied. I cannot imagine myself doing anything else. I've known since the 4th grade that I wanted to be a teacher. It is my passion, and I would be heartbroken if I could no longer be an educator. I have served in many leadership roles and attended, and later helped facilitate, the Arkansas Leadership Academy in Morrilton, AR. Teaching is my life, and to be able to share that with my children is precious; and for them to see what I do every day and how much I love it, is truly a dream.

Please let me know if there is anything else you need, and I will happily comply.

Sincerely,



Mrs. Wendy Nauman
1300 NE Buckingham Blvd
Bentonville, AR 72712



May 6, 2019

Candice Edwards

408 SE Eaton St. Bentonville, AR 72712

479-799-9357

RE: Wendy Nauman

Arkansas Department of Education,

I am a close personal friend of Wendy Nauman. She has been a colleague of mine since 2012 when she came to work at my school. We have collaborated together on many projects and I enjoy spending time with her and her family outside of work as well. Wendy has always been a responsible and loving mother, a reliable friend and co-worker, and a contributing member to society. Wendy called me the morning after the incident in 2017 when she returned home. She was filled with remorse and regret because of the mistake she made. She has taken steps to make sure that her safety and the safety of her kids is her top priority. I am confident that Wendy has learned a valuable lesson and will never put herself or her children in a dangerous situation again. She recognizes that her actions were the result of poor decision-making and she has not made the same mistake again. Wendy is a wonderful mother. Her patience and love for her children are remarkable. I've witnessed first-hand how she takes care of them and provides for them above and beyond the typical parent. She encourages them and disciplines them with love and understanding. Her children are actively involved in sports, dance, church, and school. Wendy and her husband are supportive of their interests and make sure they are involved in the community.

Sincerely,

Candice Edwards

Candice Edwards



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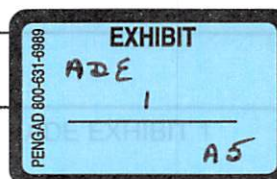
A-5: ANDREA ANDERSON

ADE EXHIBITS 1-5

004348

CRIMINAL DIVISION — DISTRICT COURT

CITY — STATE VS.		NO. CR <u>0208695</u>	WITNESSES	CI VS.
(BF) 1/16/80		(2)	<i>issued in-court subpoena for small to return</i>	AI
ANDREA SHONTAY ANDERSON				OF
ADDRESS: 2624 DAISY COVE, LR				PL
OFFENSE: 5-13-203 <i>MS2411</i> <i>KS 12-20-02</i> BATTERY; 3rd (M)				PR
PLEA: <i>Not Guilty</i>				DE
PROS. ATTY. <i>K. Thompson</i>				W.
DEF. ATTY. <i>Ballard</i>				BA
WARRANT:				OF
BAIL: CASH \$ SURETY <i>000⁰⁰</i> <i>Yank</i>				
OFFICERS: MICKEL 12/19/02				
JUDGMENT		ORDERS — MEMORANDA		
Date: <i>2-5-03</i>		<i>12-26-02 to 2-5-03</i>		Dis
Fine/Forfeit <i>100-</i>		<i>Must hire her own ATTY if</i>		Fine
Court		<i>when request</i>		Cost
Act 591 of 1981 Pul. Co. Prosecutor		<i>2-5-03 she failed to contact</i>		Act
Ord. 5523 of 1983 NLR Pub. Def.		<i>conflict atty waived &</i>		Ord
Ord. 3404 Pub. Intox.		<i>entered guilty plea</i>		Act
Act 842 of 1983 & Ord. 3764 Pol. Pens.				Act
Act 434 of 1981 St. Pol.				Act
Act 187 of 1983 Retirement				Act
Act 284 of 1971 Co. Library				Act
Act 685 of 1971 Co. Library				Act
Act 207 of 1973 Legal Education				Act
Act 472 of 1981 Pul. Co. Jail Fund				Act
Act 879 of 1981 Pul. Co. Rev. Bond				Act
Act 651 of 1983 Statute Revision				Act
Act 526 of 1983 Victim/Witness				Act
Ord. 6046/87 Criminal Justice Fund				Ord
Act 185/87 Ar. Co. Alcoh. Drug Abuse, Cr. Prev. Fn.				Act
Act 396 of 91 Vict. Rep.				Act
Act 1193 of '93 Co. Pub. Def.				Act
TOTAL \$				TO
IMPRISONMENT <i>30</i> Days Months				IME
<i>J. C. Ballard</i> Judge				





Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

AELS CID: 10115833

04/10/2019

PERSONAL AND CONFIDENTIAL

Andrea S. Anderson



Re: Preservice Teacher Criminal Background Check

Dear Ms. Anderson:

In accordance with Arkansas Code Annotated § 6-17-410, this office is required to conduct background checks as a condition of your supervised clinical practice for a school district or public charter school.

Your criminal background check indicated the following charge(s):

Date: 02/05/2003
Offense: ASSAULT
Court: NORTH LITTLE ROCK POLICE

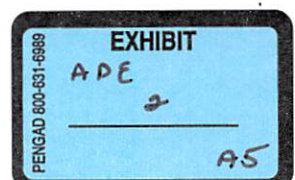
Therefore, the Department will recommend that the State Board of Education deny your eligibility for licensure and employment in an educational entity.

You have the right to challenge or complete the accuracy of the information in the record. You must contact this office within fourteen (14) days of the date of this letter if you intend to challenge a record with the appropriate office, or wish to provide this office with additional information about the disposition of the disqualifying offense(s).

Failure to contact us or provide this information within fourteen (14) days of the date of this letter may result in a denial for internship or supervised clinical practice.

You are entitled to a hearing before the State Board of Education regarding denial of your license. Ark. Code Ann. § 6-17-410(f) authorizes the State Board to grant waivers of the licensure eligibility provisions of § 6-17-410(c) upon request of an affected applicant for licensure. To request a hearing for a waiver of the disqualifying offense, you must submit the following documentation:

- Written request for a hearing;
 - Proof of acceptance or enrollment in a teacher preparation program approved by the Department of Education; and
 - Written recommendation from the teacher preparation program
- to this office, by mail or by email, within thirty (30) days of the date of this letter.



If you are seeking to have your name removed from the Child Maltreatment Central Registry, you may request that your hearing before the State Board be postponed until you have a final determination from the Department of Human Services

State Board of Education meetings occur once a month and are available to the public through live video-streaming. A request to be placed on the agenda must be received not less than three weeks before the meeting date. The Board meets in the Auditorium of the Arkansas Department of Education—Arch Ford Education Building, Four Capitol Mall, Little Rock. Meeting dates may be found at: http://www.arkansased.org/events/event_categories/state-board-of-education

The circumstances that the State Board may consider includes, but is not limited to:

- The age at which the crime or incident was committed
- The circumstances surrounding the crime or incident
- The length of time since the crime or incident
- Subsequent work history
- Employment references
- Character references
- Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel.

If you request a hearing, you will be asked to provide to this office a written statement and any supporting documents that at a minimum address those considerations, including the names and phone numbers of persons who may verify information contained in your statement or documentation.

You may obtain information concerning the disqualifying offense or schedule a hearing to request a waiver from the State Board of Education by contacting Taylor Dugan, Arkansas Department of Education, Four Capitol Mall, Little Rock, AR 72201, (501) 682-1958; or by email at Taylor.Dugan@arkansas.gov.

Sincerely,

/s/ Taylor Dugan

Taylor Dugan, Attorney

Enclosures: How to Obtain Further Information or Correct a Record
 Noncriminal Justice Applicant's Privacy Rights
 8 CFR § 16.34
 Requesting a Waiver

cc: Simoné Blagg, Attorney Educator Effectiveness & Licensure

EXHIBIT
ADE 3
3
45
PENGAD 800-631-6989

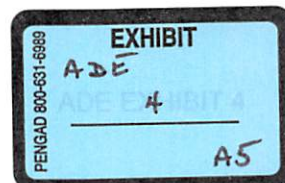
From: Andrea Anderson
To: Taylor Dugan (ADE)
Cc: lsaln@philander.edu
Subject: Request for Waiver
Date: Monday, April 15, 2019 10:23:52 AM

Good Morning,

Mr. Dugan it was a pleasure speaking with you on Friday. I Andrea Anderson would like to request a hearing for a waiver for the disqualifying offense regarding the Assault charge that I received back in 2003. The college will be following up with an email regarding my status at Philander Smith College. I appreciate all the help and I look forward to hearing from you.

Thanks,
Andrea Anderson
Date: 04/15/2019

Sent from my iPhone





Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

AEELS CID: 10115833

April 15, 2019

PERSONAL AND CONFIDENTIAL

Andrea Anderson
[REDACTED]

**VIA FIRST-CLASS & CERTIFIED MAIL
RETURN RECEIPT REQUESTED NO.:** [REDACTED]

RE: Andrea Anderson- Waiver of Disqualifying Offense Hearing

Dear Ms. Anderson:

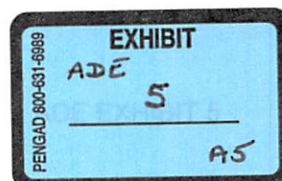
A hearing will be held on May 9, 2019 to determine whether your waiver for a disqualifying offense will be granted pursuant to Ark. Code Ann. § 6-17-410. The State Board meets at **10:00 a.m.** in the **Auditorium of the Arkansas Department of Education – Arch Ford Education Building, Four Capitol Mall, in Little Rock.** The time at which agenda items are heard is within the State Board's discretion, therefore I cannot provide a specific time. However, you will be able to view the agenda on the ADE website once it is published.

If you have any questions, please feel free to contact Mr. Taylor Dugan at (501) 682-1958, or by email at Taylor.Dugan@arkansas.gov.

Sincerely,

/s/ Taylor Dugan

Taylor Dugan, Attorney
Legal Services



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A-5: ANDREA ANDERSON

EDUCATOR'S EXHIBIT 1

April 22, 2019

Tyronda Griffin
Co-Worker and Friend

To Whom It May Concern,

This letter offers my complete support of Andrea Anderson as she applies for her Teaching Licensure. I've known Andrea for over 10 years now, and she is an amazing wife, mother and friend. Her love for people is amazing. Over the years, I have seen Andrea blossom into a beautiful and intelligent young lady that's always willing to help others.

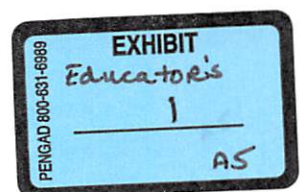
Based on her interactions with me and my family, over the last ten years, I have come to see Andrea as a bright, personable, energetic, and mature person with a concrete, ongoing, well-rooted interest in teaching. Andrea has volunteered within her community numerous times. She has been working full-time, while going to school full-time, and taking care of her family, which shows Andrea's unfailing commitment to achieving her goals while developing herself as a person. She is hardworking, well organized, and she is committed to teaching one day. Andrea will make a huge contribution to whichever school she teaches.

I am pleased to recommend her without reservation, for any position requiring hard work, initiative, loyalty and dedication. Please contact me if you have need of any further information.

Yours truly,

Tyronda Griffin
Tyronda.Griffin@perfect-10.tv

EDUCATOR EXHIBIT 1



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A-6: CHARITY GRACE

ADE EXHIBITS 1-4

State of Arkansas

EDUCATOR LICENSE

By virtue of the authority vested in the Arkansas State Board of Education, we hereby issue this Educator License to

CHARITY NICOLE GRACE

This is to certify that person name hereon is licensed under the laws of Arkansas to teach or serve in the public schools in the capacity indicated.

CID: 5758796

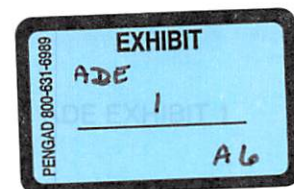
MASTERS

Code	Area	Type	Grade Level	Valid From	Valid To
001	Early Childhood Education	Standard	PK - 4	1/1/2013	12/31/2017
307	ESL	Standard	PK - 8	1/1/2013	12/31/2017
308	ESL	Standard	7 - 12	1/1/2013	12/31/2017



COMMISSIONER OF EDUCATION

MANAGER - EDUCATOR
LICENSURE



IN THE CIRCUIT COURT OF BENTON COUNTY, ARKANSAS
DIVISION II

STATE OF ARKANSAS

PLAINTIFF

Vs.

Case No.: CR 18-0314-2

CHARITY ALLEN-GRACE

DEFENDANT

PLEA AGREEMENT AND ORDER

- A. STATE AGREES TO REDUCE COUNT NO(S):
- B. STATE AGREES TO DISMISS/NOL PROS COUNT NO(S):
- C. DEFENDANT AGREES TO PLEAD GUILTY TO: Count 1: Sexual assault in the second degree, a class B felony.
- D. PROSECUTING ATTORNEY AGREES TO RECOMMEND THE FOLLOWING:

1. Commitment/Suspended Sentence: ____ year(s) DOC with an additional ____ Years Suspended Imposition of Sentence

☐ ← Check here if Judicial Transfer to ACC

2. Probation: _10_ year(s) state supervised probation

☐ ← Check here if Act 346 of 1975 to apply

3. Assessment of Court Costs, Fines, Restitution:

\$ 150 Court Costs

\$ 1000 Fine

\$ 20 Booking Fee

\$ 500 Public Defender

\$ 250 DNA Fund Fee

\$ 250 Sex Offender Registration Fee

\$ Victim Restitution

\$ Mandatory State Drug Fund

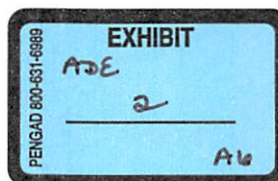
\$ Domestic Peace Fund

\$ PA Drug Fund

\$ ____ Other (____)

PAYABLE: \$0 this date and the remainder at a rate of \$50, plus a \$5.00 collection fee per month beginning 120 days after date of release until paid in full.

4. County Jail Time: 120 day(s) AND/OR ____ day(s) County Work Program with 4 day(s)



ADE EXHIBIT 2
1 of 3

credit for time served. Defendant is to contact the Benton County Work Program liaison within 30 days of entering the plea or release from custody whichever comes later.

Time to be served as follows:

- a. ☐ - Defendant shall be remanded to the custody of the Sheriff.
- b. ☐ - Defendant shall report to jail on _____.
- c. ☐ - Defendant shall serve on weekends from _____ to _____.
- d. ☒ - Defendant shall be allowed work release from _____ to _____ on the following days for the sole purpose of working:

Sunday _____
Monday X
Tuesday X
Wednesday X
Thursday X
Friday X
Saturday _____

7 8 a.m. - 7 p.m.

The Defendant shall pay \$10.00 per day to the Benton County Sheriff's Department for each day of work release if work release has been ordered.

Failure to comply with work release rules, use of alcohol or any controlled substance without a prescription, failure to report to work while out on release, and/or returning to the jail late will be considered a violation of probation and conditions of work release.

Failure to comply with the requirements of the county work program will result in you being taken into custody to serve the remaining days at the Benton County detention center.

5. Defendant is to comply with the following additional conditions:

- ☐ - Evaluate at OGC in Springdale or a similar facility for alcohol and substance abuse issues and comply with recommended treatment within 30 days.
- ☐ - Enroll in and complete the DAIP at OGC or a similar program
- ☐ - Enroll in and complete anger management classes
- ☒ - No contact with the following person(s)
J.M. , A.S
- ☐ - No violence with the following person(s)

- ☒ - No unsupervised contact with minors any
- ☒ - Register as a sex offender and comply with registration requirements
- ☒ - Enroll in and complete sex offender rehabilitation classes if RSVP program is not completed in 30 days - Screening to take place within thirty (30) days of release as a condition of probation

☒ - Other *Work release is solely at discretion of this court.*

E. RESTITUTION IN THIS CASE IS OWING TO THE FOLLOWING VICTIMS IN THE FOLLOWING AMOUNTS:

DATE: January 9, 2018

Tyler Wilkins
Deputy Prosecuting Attorney

[Signature]
Defendant
[Signature]
Public Defender/Attorney for Defendant

ORDER

I. Defendant's plea is accepted as written above and stated on the record.

IT IS SO ORDERED.

DATE: 1-30-19, 201

[Signature]
CIRCUIT JUDGE
Brad Kane



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

AELS CID: 5758796

02/15/2019

PERSONAL AND CONFIDENTIAL

Charity Nicole Grace
[REDACTED]

VIA FIRST CLASS AND CERTIFIED MAIL
RETURN RECEIPT REQUESTED NO.: [REDACTED]

Re: Criminal Background Check

Dear Ms. Grace:

The Arkansas Department of Education has reviewed your background checks required under Ark. Code Ann. § 6-17-410 and § 6-17-411 as a condition of your licensure or employment with an educational entity.

Your background check revealed the disqualifying offense identified below.

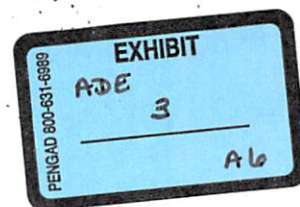
Date: NO ARREST DATE FOUND
Offense: SEXUAL ASSAULT 2ND DEGREE (FB)
Agency: CIRCUIT COURT OF BENTON COUNTY AR

Therefore, the Department will recommend that the State Board of Education deny your eligibility for licensure and employment in a local education agency or school district.

You have the right to challenge or complete the accuracy of the information in the record. You must contact this office within fourteen (14) days of the date of this letter if you intend to challenge a record, or wish to provide this office with additional information about the disposition of the disqualifying offense(s).

Failure to contact us or provide this information within fourteen (14) days of the date of this letter may result in denial of your licensure and disqualify you for employment in an educational entity.

You are entitled to a hearing in front of the State Board of Education regarding denial of your license. Ark. Code Ann. § 6-17-410(f) authorizes the State Board to grant waivers of the licensure eligibility provisions of § 6-17-410(c) upon request of an affected applicant for licensure. To request a hearing for a waiver of the disqualifying offense, you must submit your



written request to this office, by mail or by email, within thirty (30) days of the date of this letter.

State Board of Education meetings occur once a month and are available to the public through live video-streaming. A request to be placed on the agenda must be received not less than three weeks before the meeting date. The Board meets in the Auditorium of the Arkansas Department of Education – Arch Ford Education Building, Four Capitol Mall, Little Rock. Meeting dates may be found at: http://www.arkansased.org/events/event_categories/state-board-of-education

The circumstances that the State Board may consider includes, but is not limited to:

- The age at which the crime or incident was committed
- The circumstances surrounding the crime or incident
- The length of time since the crime or incident
- Subsequent work history
- Employment references
- Character references
- Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel.

If you request a hearing, you will be asked to provide to this office a written statement and any supporting documents that at a minimum address those considerations, including the names and phone numbers of persons who may verify information contained in your statement or documentation.

You may obtain information concerning the disqualifying offense or schedule a hearing to request a waiver from the State Board of Education by contacting Taylor Dugan, Arkansas Department of Education, Four Capitol Mall, Little Rock, AR 72201, (501)-682-1958; or by email at: Taylor.Dugan@arkansas.gov.

Sincerely,

/s/ Taylor Dugan

Taylor Dugan, Attorney

Enclosures: How to Obtain Further Information or Correct a Record
Noncriminal Justice Applicant's Privacy Rights
8 CFR § 16.34
Requesting a Waiver

cc: Simone Blagg, Attorney Educator Effectiveness & Licensure

HOW TO OBTAIN FURTHER INFORMATION OR CORRECT A RECORD

Ark. Code Ann. § 6-17-410

Provides that the Department of Education shall not issue a first-time license nor renew an existing license and shall revoke any existing license not up for renewal of any person who has a true report in the Child Maltreatment Central Registry or has pled guilty or nolo contendere to or has been found guilty of any of [certain listed] offenses, *including offenses which have been expunged or pardoned.*

Ark. Code Ann. § 6-17-411

Requires a background check for initial employment with an entity that is identified by the Department of Education as a local education agency, except that for a public school operated by a school district the school district is the educational entity

To challenge a record with the Federal Bureau of Investigation contact:

FBI CJIS Division
Attention: Criminal History Analysis Team 1
1000 Custer Hollow Road
Clarksburg, WV 26306

(or go to www.fbi.gov, and enter in the search box Challenge of a Criminal History Summary)

To challenge a record with the Arkansas State Police contact:

Arkansas State Police
Identification Bureau
1 State Police Plaza Drive
Little Rock, AR 72209

For Child Maltreatment Central Registry name removal or other DHS information, contact the Department of Human Services, Child Maltreatment Central Registry:

Dennis Robins
Manager, Central Registry
501-682-0405
dennis.robins@arkansas.gov

Forms and instructions are available on the DHS website:
<http://humanservices.arkansas.gov/dchs/Pages/default.aspx>

CLICK ON DCFS FORMS in the left side menu to find these forms:
CFS-0328-A Request for Name Removal From the Central Registry
CFS-0328-A Instructions

NONCRIMINAL JUSTICE APPLICANT'S PRIVACY RIGHTS

As an applicant who is the subject of a national fingerprint-based criminal history record check for a noncriminal justice purpose (such as an application for a job or license, an immigration or naturalization matter, security clearance, or adoption), you have certain rights which are discussed below.

- You must be provided written notification¹ that your fingerprints will be used to check the criminal history records of the FBI.
- If you have a criminal history record, the officials making a determination of your suitability for the job, license, or other benefit must provide you the opportunity to complete or challenge the accuracy of the information in the record.
- The officials must advise you that the procedures for obtaining a change, correction, or updating of your criminal history record are set forth at Title 28, Code of Federal Regulations (CFR), Section 16.34.
- If you have a criminal history record, you should be afforded a reasonable amount of time to correct or complete the record (or decline to do so) before the officials deny you the job, license, or other benefit based on information in the criminal history record.²

You have the right to expect that officials receiving the results of the criminal history record check will use it only for authorized purposes and will not retain or disseminate it in violation of federal statute, regulation or executive order, or rule, procedure or standard established by the National Crime Prevention and Privacy Compact Council.³

If agency policy permits, the officials may provide you with a copy of your FBI criminal history record for review and possible challenge. If agency policy does not permit it to provide you a copy of the record, you may obtain a copy of the record by submitting fingerprints and a fee to the FBI. Information regarding this process may be obtained at <http://www.fbi.gov/about-us/cjis/background-checks>.

If you decide to challenge the accuracy or completeness of your FBI criminal history record, you should send your challenge to the agency that contributed the questioned information to the FBI. Alternatively, you may send your challenge directly to the FBI. The FBI will then forward your challenge to the agency that contributed the questioned information and request the agency to verify or correct the challenged entry. Upon receipt of an official communication from that agency, the FBI will make any necessary changes/ corrections to your record in accordance with the information supplied by that agency. (See 28 CFR 16.30 through 16.34.)

¹ Written notification includes electronic notification, but excludes oral notification.

² See 28 CFR 50.12(b).

³ See 5 U.S.C. 552a (b); 28 U.S.C. 534(b); 42 U.S.C. 14616, Article IV(e); 28 CFR 20.21(c), 20.33(d) and 906.2(d).

28 CFR Sec. 16.34

Procedure to obtain change, correction or updating of identification records

If, after reviewing his/her identification record, the subject thereof believes that it is incorrect or incomplete in any respect and wishes changes, corrections or updating of the alleged deficiency, he/she should make application directly to the agency which contributed the questioned information. The subject of a record may also direct his/her challenge as to the accuracy or completeness of any entry on his/her record to:

FBI, Criminal Justice Information Services (CJIS)
Division ATTN: SCU, Mod. D-2
1000 Custer Hollow Road
Clarksburg, WV 26306

The FBI will then forward the challenge to the agency which submitted the data requesting that agency to verify or correct the challenged entry. Upon the receipt of an official communication directly from the agency which contributed the original information, the FBI CJIS Division will make any changes necessary in accordance with the information supplied by that agency.

[Order No. 1134-86, 51 FR 16677, May 6, 1986, as amended by Order No. 2258-99, 64 FR 52226, Sept. 28, 1999]



ARKANSAS DEPARTMENT OF EDUCATION

REQUESTING A WAIVER OF A DISQUALIFYING OFFENSE

You have been notified that, as a result of the background check reviewed by the Arkansas Department of Education, you are disqualified for licensure and for employment with a charter school, school district, or education service cooperative, and that you are entitled to request a waiver of that disqualification from the State Board of Education. Below are the steps to follow to seek a waiver.

Ark. Code Ann. § 6-17-410

Provides that the Department of Education shall not issue a first-time license nor renew an existing license and shall revoke any existing license not up for renewal of any person who has a true report in the Child Maltreatment Central Registry or has pled guilty or nolo contendere to or has been found guilty of any of [certain listed] offenses; *including offenses which have been expunged or pardoned.*

Ark. Code Ann. § 6-17-411

Requires a background check for initial employment with a charter school, school district, or education service cooperative.

1 Request a Hearing

To request a hearing for a waiver of the disqualifying offense, you must submit your written request to the Department by mail, fax, or email, within thirty (30) days of the date you are notified of the disqualification.

You may, but are not required to be, represented by an attorney at any stage of this process.

2 Provide Documentation

The Department will confirm your request for a waiver and ask you to provide a written statement and any supporting documents that at a minimum address the circumstances that the Board will consider (see STEP 3), including the names and phone numbers of persons who may verify information contained in your statement or documentation. You must also provide a signed and notarized form providing authorization for the release of criminal records from courts and law enforcement. If your documentation is received less than six (6) weeks before the scheduled State Board meeting the matter may be postponed until after all documentation is received and reviewed by the Department.

3 Accept or Reject the Department's Recommendation

After reviewing the documentation received from you or from other agencies, the Department will advise you of its decision to:

- Recommend a waiver to the State Board, including any conditions for licensure, such as:

- Probation or suspension for a specific period of time;
- Counseling, rehabilitation, or training;
- Background check at end of probation or suspension;
- No other disqualifying offenses or ethics violations during the probation or suspension period;
- Recommend that the State Board not issue, not renew, or revoke the license as applicable; or
- Decline to make a recommendation.

You will be given the opportunity to accept or reject the recommendation.

- If you accept the recommendation, the matter will be placed on the State Board's consent agenda. The consent agenda is voted on at that public meeting, and therefore, any documents presented to the State Board are public. If the matter is submitted on the consent agenda, you do not have to appear at the meeting. However, sometimes the State Board members have questions, and you may want to be there to respond to those questions. The State Board has the final decision and may accept a recommendation on the consent agenda or reject the recommendation and afford the educator the opportunity for a hearing at a later date.
- If you reject the recommendation, you will proceed to a hearing.

4 State Board Hearing

If you request a hearing, you should appear at the meeting and be prepared to present your case and answer questions from the State Board members. If you request a hearing and do not appear, the State Board may decide the matter without you being present. Hearings are conducted at a public meeting of the State Board that is videoed by live streaming and archived. All documents provided to the State Board are public record. You should consult the Rules Governing Background Checks and License Revocation for information on the hearing process (Section 8). The rules are online at <http://www.arkansased.org/> under Rules – Current.

The circumstances that the State Board may consider includes, but is not limited to:

- The age at which the crime or incident was committed
- The circumstances surrounding the crime or incident
- The length of time since the crime or incident
- Subsequent work history
- Employment references
- Character references
- Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel.

The State Board typically makes a decision at the time of the State Board meeting at which the consent agenda or hearing is considered.



February 26, 2019

Dear Taylor Dugan:

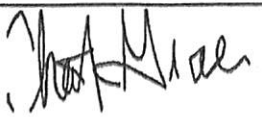

The following is in response to your request for proof of delivery on your item with the tracking number:

[REDACTED]

Item Details

Status:	Delivered, Left with Individual
Status Date / Time:	February 20, 2019, 5:30 pm
Location:	SPRINGDALE, AR 72762
Postal Product:	First-Class Mail®
Extra Services:	Certified Mail™
	Return Receipt Electronic

Recipient Signature

Signature of Recipient:	
Address of Recipient:	

Note: Scanned image may reflect a different destination address due to Intended Recipient's delivery instructions on file.

Thank you for selecting the United States Postal Service® for your mailing needs. If you require additional assistance, please contact your local Post Office™ or a Postal representative at 1-800-222-1811.

Sincerely,
United States Postal Service®
475 L'Enfant Plaza SW
Washington, D.C. 20260-0004



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

AEIS CID: 5758796

April 9, 2019

PERSONAL AND CONFIDENTIAL

Charity Nicole Grace
[REDACTED]

VIA FIRST-CLASS & CERTIFIED MAIL
RETURN RECEIPT REQUESTED NO.: [REDACTED]

RE: Charity Nicole Grace- Waiver of Disqualifying Offense Hearing

Dear Ms. Grace:

A hearing will be held on **May 9, 2019** to determine whether your waiver for a disqualifying offense will be granted pursuant to Ark. Code Ann. § 6-17-410. The State Board meets at **10:00 a.m.** in the **Auditorium of the Arkansas Department of Education – Arch Ford Education Building, Four Capitol Mall, in Little Rock**. The time at which agenda items are heard is within the State Board's discretion, therefore I cannot provide a specific time. However, you will be able to view the agenda on the ADE website once it is published.

If you have any questions, please feel free to contact Mr. Taylor Dugan at (501) 682-1958, or by email at Taylor.Dugan@arkansas.gov.

Sincerely,

/s/ Taylor Dugan

Taylor Dugan, Attorney
Legal Services



C E R T I F I C A T E

STATE OF ARKANSAS)
) ss.
 COUNTY OF SALINE)

I, SHARON K. HILL, CCR, a Certified Stenomask Reporter and Notary Public before whom the foregoing proceedings was taken, do hereby certify that the same is a true and correct transcription before the Arkansas State Department of Education, State Board of Education, in Little Rock, Arkansas, on May 9, 2019, that the said proceedings was reduced to typewritten form by me or under my direction and supervision; and that the foregoing pages constitute a true and correct transcription of all proceedings had in said matter.

I FURTHER CERTIFY that I am neither counsel for, related to, nor employed by any of the parties to this action.

I FURTHER CERTIFY that I have no contract with any parties within this action that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original transcript or copies of the transcript before it is certified and delivered to the custodial agency, or that requires me to provide any service not made available to all parties to the action.

WITNESS, MY HAND AND SEAL, THIS DATE: May 18, 2019.



Sharon K. Hill

SHARON K. HILL, CCR
 Certified Court Reporter
 Certificate No. 670

