

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
TIFFANY GANT  
APRIL 08, 2021**

**PLSB CASE NO. 20-121**

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

At its regular meeting on April 08, 2021, the Arkansas State Board of Education reviewed the findings of the Professional Licensure Standards Board Ethics Hearing Subcommittee (Hearing Subcommittee) for disciplinary action against the teaching license of Tiffany Gant (Educator Gant). Based upon the briefs of the parties and the evidence presented to the Board, in accordance with the Administrative Procedures Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

**Findings of Fact and Conclusions of Law**

- a. On September 30, 2020, Educator Gant and her attorney appeared for her evidentiary hearing before the Hearing Subcommittee.
- b. After a review of the evidence, the Hearing Subcommittee found, based on a preponderance of the evidence, that Educator Gant violated Standards, 1 and 2 of the Code of Ethics for Arkansas Educators, and recommended a Level 4 Public Notification of Ethics Violation (permanent non-issuance).
- c. Educator Gant rejected the recommendation and asked the Board to review the case.
- d. On April 8, 2021, Educator Gant and her attorney appeared before the Board.
- e. 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 made the following findings, conclusions and determinations by a preponderance of the evidence.

- f. A motion was made and seconded to accept the facts of the evidentiary hearing panel.
- g. The Board found that Educator Gant clearly acted in a way with multiple students that are well beyond the bounds of professional behavior and are inappropriate for any educator when interacting with students on Facebook with dialog of a patently sexual nature. There was no mitigating evidence found. There was evidence of inappropriate exchanges, sexual in nature between two students and the educator admitted to inappropriate exchanges with multiple students. The educator repeatedly used inappropriate language with students. The evidence shows she violated at least three policies: sexual harassment, computer use and social networking and ethnics. Educator did not bring concerns of inappropriate student interactions to any superior in the district. Educator had participated in Code of Ethics training and should have known her actions were an ethics violations.
- h. A motion was made and seconded to find Educator Gant violated Standards 1 and 2 of the Code of Ethics for Arkansas Educators.
- i. A motion was made and seconded to accept the sanction of Level 4 Public Notification of Ethics Violation. The Board voted 4 yes, 2 abstain to impose the sanction of Level 4 Public Notification of Ethics Violation.
- j. This order shall remain permanently in Educator Gant's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Chairperson, Arkansas State Board of Education