

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
TRAMAINE ARLEE BROWN
OCTOBER 10, 2024**

PLSB CASE NO. 24-150

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on October 10, 2024, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Hearing Subcommittee (“Ethics Hearing Subcommittee”) for disciplinary action against the teaching license of Educator Tramaine Arlee Brown (“Educator Brown”). Based upon Educator Brown’s failure to respond the Ethics Hearing 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 Brown a standard five-year teaching license on January 1, 2022, valid until December 31, 2026.
- b. The Ethics Subcommittee received an allegation that Educator Brown violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On February 2, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Brown 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 professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.*

- d. Educator Brown was notified on February 5, 2024, of the Ethics Subcommittee's authorization to investigate the initial allegations.
- e. After considering the investigator's report and evidence on June 7, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 of the Code of Ethics. Educator Brown rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing.
- f. On August 28, 2024, Educator Brown and his attorney appeared for his evidentiary hearing before the Hearing Subcommittee. After consideration of the testimony, evidence, and arguments presented at the evidentiary hearing, the Hearing Subcommittee found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Brown:
- Inappropriate interactions with student(s).
 - Inappropriate physical contact with student(s).
 - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Violated district, state or federal policies or law.
- g. The Hearing Subcommittee recommended that the State Board take the following actions:
1. Probation of License for 1 year;
 2. Require Educator to complete the following coursework/readings:
 - a. Code of Ethics Training Provided by the PLSB (1.5 Hours)
 - b. Title: The Power Paradox: How We Gain and Lose Influence
(208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13:
978-0143110293

3. Written Reflection on the book and how it will impact the educator's future interactions with students. Due to the PLSB for approval within 90 days of the State Board Order; and
 4. Require Educator to pay all associated costs.
- h. On August 30, 2024, Educator Brown's attorney was notified of the Hearing Subcommittee's final determination and recommendation by certified mail. Educator Brown did not respond to the Hearing Subcommittee's recommendation thereby waiving his right to any further notice, hearing, or any other rights he may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- i. At today's meeting, the Ethics Hearing 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, 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 adopts the Ethics Hearing Subcommittee's recommendations and enacts the sanctions accordingly. The Board admonishes Educator Tramaine Brown for his violation of the Code of Ethics.
- b. Educator Brown is cautioned that further violations of the Code of Ethics may result in more severe discipline including permanent revocation of his license.
- c. This order shall remain permanently in Educator Brown's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Dr. Sarah Moore, Chair
Arkansas State Board of Education