

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
DECEMBER 11, 2014**

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER
IN RE MELANIE MARIE CRUMPLER, PLSB CASE NO. 14-188**

At its regular meeting on December 11, 2014, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee for disciplinary action against the teaching license of Melanie Marie Crumpler. Based upon Ms. Crumpler's consent to the 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 Melanie Marie Crumpler a standard five-year teaching license on January 1, 2013, valid until December 31, 2017.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Ms. Crumpler 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. The subcommittee authorized an investigation into allegations that Ms. Crumpler violated Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.
- d. Ms. Crumpler was notified on June 17, 2014, of the subcommittee's authorization on June 6, 2014, to investigate this allegation.

- e. After considering the investigator's report and evidence on July 14, 2014, the subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standard 1 in that Ms. Crumpler:

Replied to at least one student "F you back" after three students said "f you" to her upon leaving the bus.

The subcommittee recommended that the State Board issue Ms. Crumpler a written warning.

- f. Ms. Crumpler was notified of the subcommittee's reasonable belief determination and recommendation on October 22, 2014, by certified and regular mail.
- g. Ms. Crumpler received the subcommittee's recommendation on October 30, 2014, and accepted the Subcommittee's recommendation on October 30, 2014, 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 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 Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the recommendations of the subcommittee.
- b. Accordingly, the Board admonishes Ms. Crumpler for her violation of the Code of Ethics and issues a written warning.

- c. Ms. Crumpler is cautioned that further violations of the Code of Ethics may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain for two (2) years in her professional licensure file, but shall remain permanently in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Samuel Ledbetter, Chair
Arkansas State Board of Education