

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION**  
**February 12, 2015**

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER**  
**IN RE TERESA DEANN GREGORY, PLSB CASE NO. T14-006**

At its regular meeting on February 12, 2015, 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 Teresa Deann Gregory. Based upon Ms. Gregory'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 Teresa Deann Gregory a standard five-year teaching license on January 1, 2009, valid until December 31, 2013.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Ms. Gregory 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. Gregory violated Standard 6: An educator keeps in confidence information about students and colleagues obtained in the course of professional service, including secure standardized test materials and results, unless disclosure serves a professional purpose or is allowed by law.
- d. Ms. Gregory 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 November 5, 2014, the subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standard 6 in that Teresa Deann Gregory:

- A. Used a computer during a testing session in violation of test administration policies; and
- B. Allowed students to write on the cover of their test booklets during a testing session in violation of test administration policies.

The subcommittee recommended that the State Board issue a written reprimand to Ms. Gregory, assess a fine of \$50, and additional testing training from ADE Student Assessment Office to be completed before she is allowed to administer a state-mandated test, all costs paid by educator.

- f. Ms. Gregory was notified of the subcommittee's reasonable belief determination and recommendation on November 6, 2014, by certified and regular mail.
- g. Ms. Gregory did not respond to the recommendation and she did not request a hearing 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 Teresa Deann Gregory for her violation of the Code of Ethics, issues a written reprimand, assesses a fine of \$50, and requires additional testing training from ADE Student Assessment Office to be completed before she is allowed to administer a state-mandated test, all costs paid by educator.
- c. Ms. Gregory is cautioned that further violations of the Code of Ethics or failure to pay the fine within thirty (30) days from the date of this order may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Ms. Gregory's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Samuel Ledbetter, Chair  
Arkansas State Board of Education