

BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
January 8, 2015

FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER
IN RE TERRI L. REDMAN, PLSB CASE NO. 14-142

At its regular meeting on January 8, 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 Terri L. Redman. Based upon Ms. Redman'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 Terri L. Redman a standard five-year teaching license on January 1, 2010, valid until December 31, 2014.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Ms. Redman 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. Redman violated Standards 1 and 4:
 1. An educator maintains a professional relationship with each student, both in and outside the classroom.
 4. An educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship.

- d. Ms. Redman was notified on April 10, 2014, of the subcommittee's authorization on April 7, 2014, to investigate this allegation.
- e. After considering the investigator's report and evidence on September 5, 2014, the subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standards 1 and 4 in that Terri L. Redman:
 - 1. Failed to take adequate steps to protect students by allowing a high school student with whom she was in a guardian relationship to be present in the elementary school library where she worked, during school hours knowing that the student had previously engaged in sexual activity with a five-year-old; and
 - 4. Allowed a high school student with a history of child sexual abuse to have access to a school-owned I-Pad and external thumb drive, which he used to access and download thousands of images of child pornography.

The subcommittee recommended that the State Board place Ms. Redman's license on suspension for two (2) years and assess a fine of \$100.

- f. Ms. Redman was notified of the subcommittee's reasonable belief determination and recommendation on September 16, 2014, by certified and regular mail.
- g. Ms. Redman 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 State Board of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the recommendations of the subcommittee.

- b. Accordingly, the Board orders suspension of Terri L. Redman's license for two (2) years and assesses a fine of \$100.
- c. Ms. Redman is cautioned that further violations of the Code of Ethics or failure to pay the fine within thirty (30) days may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Ms. Redman's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Samuel Ledbetter, Chair
Arkansas State Board of Education