

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
JUNE 11, 2015**

**FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER
IN RE TAMMY KAY WARREN, PLSB CASE NO. 15-070**

At its regular meeting on June 11, 2015, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (“Ethics Subcommittee”) for disciplinary action against the teaching license of Tammy Kay Warren (“Educator Warren”). Based upon Educator Warren’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 Educator Warren a standard five-year teaching license on January 1, 2013, valid until December 31, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Warren violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (“Code of Ethics”) promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. The Ethics Subcommittee authorized an investigation into the allegation that Educator Warren violated Standard 4: An educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship.
- d. On January 14, 2015, Educator Warren was notified of the Ethics Subcommittee’s authorization to investigate the allegation.

e. On April 3, 2015, after considering the investigator's report and evidence the Ethics Subcommittee unanimously found that Educator Warren violated Standard 4 when she:

- Took cash funds from an elementary fundraiser money bag to deposit in her bank account to cover the check she had written for her house payment.

The Ethics Subcommittee recommended that the Board issue a written reprimand to Educator Warren and assess a fine of \$50.

- f. On April 8, 2015, Educator Warren was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. On April 22, 2015, Educator Warren accepted the Ethics Subcommittee's recommendation, 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 Ethics 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 Code of Ethics, the Board adopts the recommendations of the Ethics Subcommittee.
- b. Accordingly, the Board admonishes Educator Warren for her violation of the Code of Ethics, issues a written reprimand, and assesses a fine of \$50.

- c. Educator Warren is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) 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 Educator Warren'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