

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

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER  
IN RE TERRI DENEISE HATFIELD, PLSB CASE NO. 15-140**

At its regular meeting on November 12, 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 Terri Deneise Hatfield (“Educator Hatfield”). Based upon Educator Hatfield’s consent to the Ethics 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 Hatfield a standard five-year teaching license on January 1, 2013, valid until December 31, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Hatfield 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. On May 1, 2015, the Ethics Subcommittee authorized an investigation into allegations that Educator Hatfield violated Standards 1 and 8: 1. An educator maintains a professional relationship with each student, both in and outside the classroom. 8. An educator refrains from using, possessing and/or being under the influence of alcohol or unauthorized drugs/substances and/or possessing items prohibited by law, or possessing

or using tobacco or tobacco-related products while on school premises or at school-sponsored activities involving students.

- d. On May 7, 2015, Educator Hatfield was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On September 4, 2015, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Hatfield violated Standards 1 and 8 when she:
  - Took a bag of marijuana from the vehicle her son parked on campus, brought it to her classroom and hid it in her purse, to protect him from getting caught.

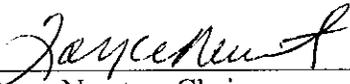
The Ethics Subcommittee recommended that the Board issue Educator Hatfield a written warning.

- f. On September 15, 2015, Educator Hatfield was notified, through her attorney, of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. On September 16, 2015, Educator Hatfield, through her attorney, accepted the Ethics Subcommittee's recommendation, thereby waiving her right to any further notice, 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 Ethics Subcommittee's recommendation.
- b. Accordingly, the Board admonishes Educator Hatfield for her violation of the Code of Ethics and issues a written warning.
- c. Educator Hatfield 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 Educator Hatfield's professional licensure file, but shall remain permanently in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Toyce Newton, Chair  
Arkansas State Board of Education