

**Sarah Oliphant
Formal Reprimand**

The Background:

Prior History: N/A

Facts: During the 2022 Fall semester, Ms. Oliphant used unprofessional and insensitive terminology in the presence of coworkers. She was suspended for two (2) days and required to complete a professional development course on discrimination in the workplace.

Applicable Law

/Rule: 0520-02-03-.09(1)(k) defines “Other Good Cause” as conduct that calls into question the fitness of an educator to hold a license including, but not limited to, violation of any provision in the Teacher Code of Ethics as contained in T.C.A. §§ 49- 5-1001, et seq.

0520-02-03-.09(3)(i) provides that the State Board of Education may revoke, suspend, formally reprimand, or refuse to issue or renew an educator’s license for Other good cause as defined in subparagraph (1)(k) of this rule.

0520-02-03-.09(5)(a)(8) provides that an individual holding an educator’s license who is found to have violated the Teacher Code of Ethics contained in T.C.A. Title 49, Chapter 5, Part 10 shall be subject to a disciplinary action within the range of a formal reprimand up to and including revocation.

T.C.A. § 49-5-1004(c)(2) provides an educator shall conduct themselves in a manner that preserves the dignity and integrity of the education profession.

Status: Respondent was notified by certified mail of the Board’s intent to **formally reprimand** Respondent’s educator license based upon these findings. Respondent received said notice and agreed to the formal reprimand of Respondent’s license.

Board Action Consistency Considerations:

May 2022 – Board approved the formal reprimand of an educator’s license for non-explicit inappropriate communication, in the form of a racially insensitive term, with students.

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The Recommendation:

Board counsel recommends the Board approve the signed Consent Order submitted by the Respondent for the formal reprimand of Respondent's license based upon the facts and applicable rule noted above.