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**Mark Craddock**  
**Formal Reprimand with Professional Development**

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**The Background:**

*Prior History:* N/A

*Facts:* Mr. Craddock was suspended after students complained he made comments that caused them embarrassment and discomfort. He was also alleged to have given students unwanted hugs and shoulder rubs. The district suspended Mr. Craddock for two days and renewed his contract.

*Applicable Law*

*/Rule:* 0520-02-03-.09(1)(c) defines Formal Reprimand as, "A less harsh licensing action than the suspension, revocation, or denial of a license, which admonishes an educator for certain conduct under this Rule. An educator who has been reprimanded by the State Board of Education ("State Board") under this Rule shall receive a letter from the State Board, which shall become part of the educator's state record and may become part of the educator's local record, indicating that the inappropriate conduct is discouraged and shall be subject to further disciplinary action if repeated."

0520-02-03-.09(1)(e) defines Inappropriate Communication (Non-Explicit) as, "Any communication between an educator and a student that is beyond the scope of the educator's professional responsibilities. Examples of such non-explicit inappropriate communications include, but are not limited to, those communications that discuss the educator's or student's past or current romantic relationships; those that include the use of profanities or obscene language; those that are harassing, intimidating, or bullying; those that attempt to establish an inappropriate personal relationship with a student; and those that are related to personal or confidential information regarding another school staff member or student."

0520-02-03-.09(1)(f) defines Inappropriate Physical Contact as, "Unlawful and/or unjustified physical contact with a student. Examples of such inappropriate physical contact include, but are not limited to, sexual contact, physical altercations, horseplay, tickling, improper use of corporal punishment, improper restraint or isolation of a student receiving special education services, and rough housing."

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)(e) provides, “The State Board may revoke, suspend, formally reprimand, or refuse to issue or renew an educator’s license or may refuse to issue a temporary permit for . . . inappropriate physical contact with a student.”

0520-02-03-.09(3)(i) provides, “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)(6)(i) provides, “An individual holding an educator’s license who is found to have engaged in non-explicit inappropriate communication with a student shall be subject to a disciplinary action within the range of a suspension for no less than three (3) months up to and including revocation.”

0520-02-03-.09(5)(a)(7)(i) provides, “An individual holding an educator’s license who is found to have engaged in inappropriate physical contact with a student that does not result in harm or potential harm to the student shall be subject to a disciplinary action within the range of a formal reprimand up to and including suspension for two (2) years.”

0520-02-03-.09(5)(a)(7)(ii) provides, “An individual holding an educator’s license who is found to have engaged in inappropriate physical contact with a student that results in harm or potential harm to the student shall be subject to a disciplinary action for not less than two (2) years up to and including permanent revocation.”

0520-02-03-.09(5)(a)(9)(i) provides, “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 § 49-5-1003(b)(7) provides that educators shall, “Make reasonable effort to protect the student from conditions harmful to learning or to health and safety.”

T.C.A § 49-5-1003(b)(8) provides that educators shall, “Not intentionally expose the student to embarrassment or disparagement.”

T.C.A § 49-5-1003(b)(19) provides that educators shall, “Maintain a professional approach with the student at all times.”

*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:**

February 2025 – Board approved the formal reprimand of an educator’s license for pinching students’ arms and referring to students as “pretty,” “sweetie,” and “baby.”

May 2024 – Board approved the formal reprimand of an educator’s license for inappropriate physical contact with a student that did not result in harm and use of profanity.

February 2024 – Board approved the formal reprimand of an educator’s license for inappropriate physical contact with a student that did not result in harm.

October 2022 – Board approved the formal reprimand of an educator’s license for grabbing a student by the collar and making comments like “Do you want to live to see ten?” and joking that he would punch a student in the nose.

May 2021 – Board approved the formal reprimand of an educator’s license for inappropriate physical contact with a student that did not result in harm.

November 2020 – Board approved the formal reprimand of an educator’s license for grabbing arm of a student to redirect the student’s behavior.

**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.