

Megan Carter
Suspension, One (1) Year with Proof of Treatment or Evaluation

The Background:

Prior History: N/A

Facts: Ms. Carter tested positive for alcohol during a reasonable suspicion alcohol and drug screening after staff members found a cup smelling of alcohol in her classroom desk.

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(1)(p) defines Suspension as “With regard to licensure action by the State Board, suspension means the nullification of an educator’s license for a predetermined term, after which the license may be reinstated. Reinstatement shall be subject to the completion of any terms and conditions contained in the order of suspension. With regard to employment action taken by a public or non-public school or school district, suspension means the temporary removal of an educator from his or her regular duties with or without pay. Suspension also includes the placement of an educator on administrative leave pending investigation into allegations of misconduct.”

0520-02-03-.09(3)(c) provides, “The State Board of Education may revoke, suspend, formally reprimand, or refuse to issue or renew an educator’s license for . . . being on school premises, school property, at a school-related activity involving students, or on official school business, while possessing, consuming, or under the influence of alcohol or illegal drugs.”

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)(3)(i) provides “An individual holding an educator’s license who is found to be in possession of, consuming, or under the influence of alcohol, or illegal substances while on school premises or property when children are present shall be subject to a disciplinary action within the range of suspension for not less than one (1) year up to and including 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)(18) provides that educators shall, “Refrain from the use of alcohol while on school or LEA premises or during a school activity at which students are present.”

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

Board Action Consistency Considerations:

May 2025 – The Board approved a one (1) year suspension with proof of evaluation of an educator’s license for consuming alcohol prior to coming onto school premises.

August 2023 – Board approved the one (1) year suspension of an educator’s license for consuming alcohol on school premises.

The Recommendation:

Board counsel recommends the Board approve the signed Consent Order submitted by the Respondent for the one (1) year suspension of Respondent’s license, with reinstatement contingent upon Respondent’s completion of alcohol rehabilitation or substance abuse evaluation, based upon the facts and applicable rules noted above.