
Charles Bumpus
Suspension, One (1) Year with Professional Development

The Background:

Prior History: N/A

Facts: Mr. Bumpus engaged in inappropriate physical contact with a student. He was captured on video slapping a student across the student's face. Mr. Bumpus resigned his position.

Applicable Law

/Rule: 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(1)(p) defines Suspension, in relevant part, 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."

0520-02-03-.09(3)(e) provides, "The State Board of Education may revoke, suspend, formally reprimand, or refuse to issue or renew an educator's license ... 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)(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)(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)(19) provides that educators shall, “Maintain a professional approach with the student at all times.”

T.C.A. § 49-5-1003(c)(2) provides that educators 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 **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:

August 2025 – Board approved a three (3) month retroactive suspension of an educator’s license with professional development for engaging in inappropriate physical contact with students on multiple occasions by picking up, carrying, and using improper restraints on students.

August 2025 – Board approved a one (1) year retroactive suspension of an educator’s license for engaging in inappropriate physical contact with a student by pulling and then dragging a student by his backpack.

November 2024 – Board approved a three (3) month suspension of an educator’s license with professional development for improperly physically restraining a student.

October 2022 – Board Approved a one (1) year retroactive suspension of an educator’s license for reactively biting a student.

The Recommendation:

Board counsel recommends the Board approve the signed Consent Order submitted by Respondent for a one (1) year suspension of Respondent’s license, with a requirement that Respondent complete professional development, based upon the facts and applicable rules noted above.