

BEFORE THE TENNESSEE STATE BOARD OF EDUCATION

IN THE MATTER OF:)
)
PAUL GUBALA) **License No. 000200940**
)

CONSENT ORDER

By agreement of the Tennessee State Board of Education (“Board”) and Paul Gubala (“Respondent”), this matter is disposed of, pursuant to Board Rule 0520-02-03-.09(3) as follows:

FINDINGS OF FACT

1. At all times pertinent hereto, Respondent was a licensed educator in the State of Tennessee.
2. Shelby County Schools reported that, during the 2019-2020 school year, Respondent engaged in inappropriate physical contact with a student.
3. Specifically, Respondent grabbed a student by the arm and physically moved him to the back of the room when he refused to do so on his own.

CONCLUSIONS OF LAW

Respondent’s conduct constitutes grounds for suspension of Respondent’s license pursuant to Board Rule 0520-02-03-.09(3)(e), (3)(g), (3)(h), (5)(a)(6)(i), (5)(a)(6)(ii), (5)(a)(8).

ORDER

The Tennessee State Board of Education hereby orders, and Respondent agrees to the following:

1. Respondent’s Tennessee educator license shall be **reprimanded**. A copy of the formal reprimand is attached to this Consent Order and shall be included in Respondent’s personnel and license file.
2. Approval of this Consent Order by the Board shall in no way be construed as condoning the Respondent’s conduct and shall not be construed as a waiver of any of the lawful rights possessed by the Board.
3. This Consent Order shall not become effective until approved by the Board, and Respondent understands that this Consent Order will not become effective until approved by the Board.
4. Respondent acknowledges that he has read this Consent Order and that he understands its contents.

5. Respondent understands that there is a right to a hearing in this matter, and Respondent knowingly and voluntarily waives such right by entering into this Consent Order.
6. Respondent further understands and agrees that the Board shall have the authority to review the investigative file and all relevant evidence in considering this Consent Order.
7. Respondent further understands that this Consent Order, once approved, shall constitute a public record that may be disseminated as a disciplinary action of the Board, which includes, but is not limited to reporting this action to the National Association of State Directors of Teacher Educator and Certification (“NASDTEC”) and posting on the Board website pursuant to Tenn. Code Ann. §§ 49-1-302(p), (q).
8. If this Consent Order is not approved by the Board, it shall not constitute an admission against interest in this proceeding, or prejudice the ability of the Board to adjudicate this matter.
9. The Respondent hereby consents to the terms and sanctions contained herein.

CONSENTED TO:

Paul Gubala

Paul Gubala
Respondent

Approved by the Board this 6th day of November, 2020.

TENNESSEE STATE BOARD OF
EDUCATION

BY:



Lillian Hartgrove, Chair

ATTEST:



Sara Morrison, Executive Director

Sworn to and subscribed before me this 6th day of November, 2020.



NOTARY PUBLIC

After entry, a copy of this Order will be mailed to Respondent's last known address:

Paul Gubala
2786 Elmore Park Rd.
Bartlett, TN 38134