

BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the

Disciplinary Action of the

Educator Certificate of

Norman Christian Howard

Certificate 292785

ORDER OF PUBLIC REPRIMAND

SUMMARY OF THE CASE

The South Carolina State Board of Education (State Board) considered this matter on August 13, 2019. On June 25, 2019, the South Carolina Department of Education (SCDE) sent Norman Christian Howard a notice letter by certified mail, return receipt, restricted delivery, and regular mail, regarding possible action against his educator certificate. Mr. Howard received the notice on July 1, 2019, as evidenced by the signed postal receipt. Mr. Howard has not requested a hearing in this matter and is now in default. After considering the evidence presented, the State Board voted to issue a public reprimand to Mr. Howard and approved this Order of Public Reprimand.

FINDINGS OF FACT

Mr. Howard holds a valid South Carolina professional educator certificate and has less than one year of educator experience. He has no prior record of disciplinary action with the State Board. At the time of the incident, Mr. Howard was employed by Dorchester School District Two (District) as a teacher at Gregg Middle School (School).

On May 24, 2019, another teacher at the School reported money missing from her bag. The School's resource officer investigated the incident and found video footage showing Mr. Howard entering the teacher's room when the teacher was not present. When questioned about the incident, Mr. Howard admitted to stealing the money. No criminal charges were filed and Mr. Howard resigned from the District.

After considering the evidence presented, the State Board voted to publically reprimand Mr. Howard and approve this Order of Public Reprimand.

CONCLUSIONS OF LAW

“The South Carolina Board of Education may, for just cause, either revoke or suspend the certificate of any person.” S.C. Code Ann. § 59-25-150 (2017); S.C. Code Ann. § 59-25-160 (2017). Just cause includes unprofessional conduct. S.C. Code Ann. § 59-25-160 (2017); 24 S.C. Code Regs. 43-58 (2017). The State Board finds that the evidence presented by the District would not support a conclusion that just cause exists to suspend or revoke the educator certificate of Norman Christian Howard; however, the evidence that would be presented would support a conclusion that Mr. Howard engaged in unprofessional conduct as result of stealing money from a coworker. The State Board further finds that just cause exists for the issuance of a Public Reprimand to Mr. Howard by the State Board.

Now, therefore, it is ordered that the State Board hereby issues a Public Reprimand to Norman Christian Howard, certificate 292785. The Public Reprimand shall be reported to the NASDTEC clearinghouse and all South Carolina school districts within thirty days from the date of this order with the grounds listed as “unprofessional conduct.” This Consent Order of Public Reprimand shall be posted on the SCDE’s web site and shall be maintained as a public record in the SCDE’s Office of General Counsel.

AND IT IS SO ORDERED.

South Carolina State Board of Education

Del-Gratia Jones, Chair

Columbia, South Carolina
August 13, 2019

Norman Christian Howard, Certificate 292785
Order of Public Reprimand
August 13, 2019
Page 3