

BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the Voluntary)
Surrender of the Educator)
Certificate of Phillip Nakia Mickles)
Certificate 189567)
_____)

**CONSENT ORDER OF
SUSPENSION**

SUMMARY OF THE CASE

The South Carolina State Board of Education (State Board) considered this matter on June 14, 2016. On May 3, 2016, the South Carolina Department of Education (SCDE) sent notice to Mr. Mickles informing him that the State Board would meet to make a determination regarding the possible suspension of his South Carolina educator certificate by regular and certified mail, return receipt requested. Mr. Mickles received the notice and contacted the SCDE on May 13, 2016, to reserve his right to a hearing and to also discuss an alternative resolution of this matter. After discussion with SCDE, Mr. Mickles has agreed to waive his right to a hearing and to enter into a Consent Order of Suspension of the Secondary Principal and Secondary Supervisor certification areas of his South Carolina educator certificate 189567 for a one year period. He shall retain the Physical Education certification area of his educator certificate. After considering the evidence presented, the State Board voted to accept the Consent Order of Suspension of Mr. Mickles' Secondary Principal and Secondary Supervisor certification areas of his educator certificate 189567 for a period of one year commencing on June 14, 2016, and ending on June 13, 2017.

Phillip Nakia Mickles 189567
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<u>5-27-16</u> Date

FINDINGS OF FACT

Mr. Mickles holds a valid South Carolina educator certificate in the certification areas of Physical Education, Secondary Principal and Secondary Supervisor and has 17 years of teaching experience. He has been working for the Lancaster County School District (District) since 1998. Mr. Mickles had been serving as the principal at A.R. Rucker Middle School (School) since the 2008-2009 academic year. During the 2014-2015 academic year, the District investigated allegations of inappropriate

communications between Mr. Mickles and female subordinate employees. The District determined that his relationships with female employees had extended beyond the boundaries of the supervisor/subordinate professional relationship. Mr. Mickles admitted he had been involved in inappropriate relationships with two subordinate female employees. After completing the investigation, the District reassigned Mr. Mickles to a teaching position at the Barr Street Learning Center, effective September 21, 2015.

On May 3, 2016, the SCDE sent notice to Mr. Mickles of the possible suspension or revocation of his educator certificate by regular and certified mail, return receipt requested. After receiving the notice, Mr. Mickles contacted the SCDE on May 13, 2016, to reserve his right to a hearing and to also discuss an alternative resolution of this matter. Prior to the scheduling of a hearing, Mr. Mickles informed the SCDE that he had agreed to waive his right to a hearing and accept a one year period of suspension of the Secondary Principal and Secondary Supervisor certification areas of his educator certificate 189567, commencing on June 14, 2016, and ending on June 13, 2017. Mr. Mickles agrees that he has waived his right to a hearing and understands that the terms set forth herein are not subject to reconsideration, collateral attack or judicial review. After considering the information presented by the SCDE, the State Board voted to suspend the Secondary Principal and Secondary Supervisor certification areas of Mr. Mickles' educator certificate 189567 for a period of one year, commencing on June 14, 2016, and ending on June 13, 2017. Mr. Mickles shall retain the Physical Education certification area of his educator certificate and may continue serving as a teacher for the District.

CONCLUSIONS OF LAW

“The South Carolina Board of Education may, for just cause, revoke or suspend the certificate of any person.” S.C. Code Ann. § 59-25-150 (2004); S.C. Code Ann. § 59-25-160 (2004). Just cause includes unprofessional conduct. S.C. Code Ann. § 59-25-160 (2004). The State Board finds that the evidence presented by the SCDE demonstrates that Mr. Mickles engaged in unprofessional conduct as a result of the inappropriate relationships with subordinate female employees. The State Board finds that the information presented supports its conclusion that just cause exists to accept the Consent Order of Suspension of the Secondary Principal and Secondary Supervisor certification areas of South Carolina educator certificate 189567 issued to Phillip Nakia Mickles on

Phillip
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189567



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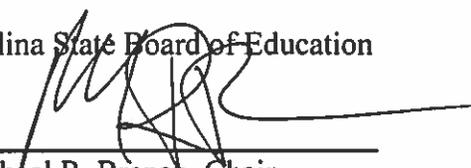
the grounds of unprofessional conduct for a period of one year commencing on June 14, 2016, and ending on June 13, 2017.

Now, therefore, it is hereby ordered that the Secondary Principal and Secondary Supervisor certification areas of the educator certificate of Phillip Nakia Mickles, certificate 189567, is suspended for a period of one year commencing on June 14, 2016, and ending on June 13, 2017. If Mr. Mickles wishes to have these certification areas of his certificate reinstated at the conclusion of the period of suspension, he shall make a written request to the SCDE's Office of Educator Services. Mr. Mickles shall be responsible for meeting all certification requirements in effect at the time he requests reinstatement and for the payment of any applicable reinstatement fees. The suspension of Mr. Mickles' administrative certificate shall be reported to the NASDTEC Clearinghouse and all South Carolina school districts within thirty days from the date of this order.

AND IT IS SO ORDERED.

South Carolina State Board of Education

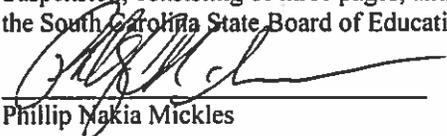
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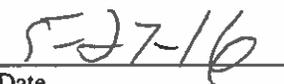

Michael R. Brennan, Chair

Columbia, South Carolina

June 14, 2016

I, Phillip Nakia Mickles, S.C. Educator Certificate 189567, understand that there has been an investigation concerning alleged violations of the laws and regulations governing the practice of educator certificate holders and that I have waived my right to a hearing in this matter. I understand that the terms set forth in this Consent Order are not subject to reconsideration, collateral attack or judicial review. I hereby freely, knowingly and voluntarily agree to the suspension of the Secondary Principal and Secondary Supervisor certification areas of my educator certificate for a period of one year. I will retain the Physical Education certification area of my educator certificate. I agree to the proposed Consent Order of Suspension, consisting of three pages, and understand that this Consent Order will be presented as signed to the South Carolina State Board of Education on June 14, 2016.


Phillip Nakia Mickles


Date