

BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the
Disciplinary Action of the
Educator Certificate of
Craig Brian Fox
Certificate 301433

ORDER OF SUSPENSION

SUMMARY OF THE CASE

The South Carolina State Board of Education (State Board) considered this matter on April 9, 2024. On December 27, 2023, and January 30, 2024, the South Carolina Department of Education (SCDE) sent Craig Brian Fox a notice via regular and certified mail of his right to a hearing regarding the possible suspension of his South Carolina educator certificate. Mr. Fox received the notice on February 6, 2024, as evidenced by signed postal receipt. Mr. Fox contacted the SCDE to inquire about the possible outcomes in the matter but declined to request a hearing at the time. He has not subsequently contacted the SCDE to request a hearing and is now in default.

After considering the evidence presented, the State Board voted to suspend Mr. Fox's educator certificate for a period of one year, commencing on April 9, 2024, and ending on April 8, 2025. Prior to the reinstatement of his educator certification, Mr. Fox shall complete the National Association of State Directors of Teacher Education and Certification (NASDETC) Prevention and Correction Course.

FINDINGS OF FACT

Mr. Fox holds a valid South Carolina professional educator certificate. He has over eleven years of educator experience and has no prior record of disciplinary action with the State Board. At the time of the incident, Mr. Fox was employed by the Charleston County School District (District) as a learning disability resource teacher at R.B. Stall High School (School).

The 2020-21 school year was Mr. Fox's first year with the District. He was reported for inappropriate comments about two female coworkers, and it is believed School administration spoke with him at that time. However, he continued making inappropriate comments and jokes. Mr. Fox also continued to frequently touch the female coworkers on their shoulders, back, and neck. Both coworkers refused to be in offices alone with him. Although he was given their

numbers for work-related business, Mr. Fox texted them to get them to talk about non-work-related issues or to invite them for social outings. The coworkers only responded to work related issues and only during work hours. Repeated social invitations were also declined. A third coworker stated they were aware of at least one instance when Mr. Fox followed the two female coworkers downtown. On February 8, 2023, the District placed Mr. Fox on administrative leave and began a full investigation of the issues. During the investigation it was determined that Mr. Fox demonstrated a high level of intentionality in his actions concerning both coworkers. It was further reported that during his administrative leave, Mr. Fox communicated with a student on social media and requested the student ask School administration about Mr. Fox's employment status. Mr. Fox was allowed to resign in lieu of termination from the District, effective May 1, 2023.

After considering the evidence presented, the State Board voted to accept the Order of Suspension of Mr. Fox's educator certificate 301433 for a period of one year, commencing on April 9, 2024, and ending on April 8, 2025. Prior to the reinstatement of his educator certification, Mr. Fox shall complete the NASDTEC Prevention and Correction Course.

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 (2020); S.C. Code Ann. § 59-25-160 (2020). Just cause includes unprofessional conduct. S.C. Code Ann. § 59-25-160 (2020); 24 S.C. Code Regs. 43-58 (2021). The State Board finds that the evidence presented demonstrates that Mr. Fox engaged in unprofessional conduct by engaging in repeated inappropriate and unprofessional conduct toward female coworkers, as well as inappropriate communication with a student. The State Board further finds that just cause exists for the suspension of Mr. Fox's educator certificate 301433 for a period of one year, commencing on April 9, 2024, and ending on April 8, 2025. Prior to reinstatement of his certification, Mr. Fox shall also complete the NASDTEC Prevention and Correction Course.

Now, therefore, it is hereby ordered that the educator certificate of Craig Brian Fox educator certificate 301433, is suspended for a period of one year, commencing on April 9, 2024,

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and ending on April 8, 2025. Prior to his reinstatement, Mr. Fox shall complete the NASDTEC Prevention and Correction Course.

If Mr. Fox wishes to have 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. Fox 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. He shall also be required to submit proof of completion of the NASDTEC course. The suspension of Mr. Fox's educator certificate shall be reported to the NASDTEC Clearinghouse and all South Carolina school districts within thirty days of the date of this order.

AND IT IS SO ORDERED.

South Carolina State Board of Education

s/David C. O'Shields
David C. O'Shields, Chair

Columbia, South Carolina
April 9, 2024