

BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
February 12, 2015

FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER
IN RE BRADLEY JOEL BREEDING, PLSB CASE NO. 14-063

At its regular meeting on February 12, 2015, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee for disciplinary action against the teaching license of Bradley Joel Breeding. Based upon Mr. Breeding's consent to the subcommittee's recommendation and the evidence presented, in accordance with the Administrative Procedures Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

I. Findings of Fact:

- a. The Arkansas Department of Education issued Bradley Joel Breeding a standard five-year teaching license on January 1, 2010, valid until December 31, 2014.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Mr. Breeding violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. The subcommittee authorized an investigation into allegations Mr. Breeding violated Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.
- d. Mr. Breeding was notified on November 15, 2013, of the subcommittee's authorization on November 8, 2013, to investigate this allegation.

- e. After considering the investigator's report and evidence on June 6, 2014, the subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standard 1 in that Bradley Joel Breeding:

Upon entering the restroom, observed a male student, and made the comment to the student, "Now I know why your mom's on the police force, because she has a bigger gun than you."

The subcommittee recommended that the State Board place Mr. Breeding's license on suspension until December 31, 2015, and assess a fine of \$100.

- f. Mr. Breeding was notified of the subcommittee's reasonable belief determination and recommendation on June 10, 2014, by certified and regular mail. Mr. Breeding rejected the subcommittee's recommendation on June 20, 2014, and requested an Evidentiary Hearing under the Administrative Procedure Act including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

- g. The Evidentiary Hearing was held on November 5, 2014. The Ethics Subcommittee found that there is reasonable belief that Bradley Joel Breeding violated Standard 1 of the Code of Ethics for Arkansas Educators. The Ethics Subcommittee modified its previous recommendation and recommends that the State Board of Education add an additional two (2) years of licensure probation following the end of Mr. Breeding's current probationary licensure period in January 2015, assess a fine of \$75, and that Mr. Breeding attend an additional twenty-four (24) hours of professional development in the area of student-teacher relationship to be completed as follows:

- (1) The first twelve (12) hours of the professional development are to be completed by August 2015, with a reflection report submitted to the PLSB office; and
- (2) The remaining twelve (12) hours of professional development are to be completed by August 2016, with a reflection report submitted

to the PLSB office, including an indication as to how the professional development has had, and will have, a positive impact on Mr. Breeding's level of professionalism with students.

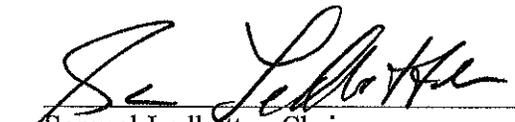
- h. Mr. Breeding accepted the subcommittee's recommendation on December 12, 2014, thereby waiving his right to any further notice or hearing or any other rights he might have under the Administrative Procedure Act including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- i. At today's meeting, the subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

II. Conclusions of Law:

- a. Upon consideration of the evidence presented at the meeting and pursuant to Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the recommendations of the subcommittee.
- b. Accordingly, the Board orders that Bradley Joel Breeding's license be placed on an additional two (2) years of licensure probation following the end of Mr. Breeding's current probationary licensure period in January 2015, assess a fine of \$75, and that Mr. Breeding attend an additional twenty-four (24) hours of professional development in the area of student-teacher relationship to be completed as follows:
 - (1) The first twelve (12) hours of the professional development are to be completed by August 2015, with a reflection report submitted to the PLSB office; and
 - (2) The remaining twelve (12) hours of professional development are to be completed by August 2016, with a reflection report submitted to the PLSB office, including an indication as to how the professional development has had, and will have, a positive impact on Mr. Breeding's level of professionalism with students.

- c. Mr. Breeding is cautioned that further violations of the Code of Ethics or failure to pay the fine within thirty (30) days from the date of this order may result in more severe discipline including permanent revocation of his license.
- d. This order shall remain permanently in Mr. Breeding's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Samuel Ledbetter, Chair
Arkansas State Board of Education