

BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
January 8, 2015

FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER
IN RE AMY RENEE MILLIKEN, PLSB CASE NO. 14-197

At its regular meeting on January 8, 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 Amy Renee Milliken. Based upon Ms. Milliken'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 Amy Renee Milliken a standard five-year teaching license on January 1, 2012, valid until December 31, 2016.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Ms. Milliken 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 that Ms. Milliken violated Standards 1 and 3:
 1. An educator maintains a professional relationship with each student, both in and outside the classroom.
 3. An educator honestly fulfills reporting obligations associated with professional practices.

- d. Ms. Milliken was notified on June 17, 2014, of the subcommittee's authorization on June 6, 2014, to investigate this allegation.
- e. After considering the investigator's report and evidence on October 3, 2014, the subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standards 1 and 3 in that Amy Renee Milliken:
 - 1.
 - A. Played inappropriate music that included in the lyrics multiple instances of the "f" word", sexual innuendos and racial slurs;
 - B. Exchanged text with students of a personal nature in violation of school board policy;
 - C. Allowed a student to come to your class from another credit-bearing class without requiring a note from that teacher.
 - D. Invited a 17 year-old student to your house for the purpose of setting him up to meet your friend, that you thought the student should date;
 - E. Assigned passing grades to one or more students that did not complete the work;
 - F. Gave two students money and asked them to go to Shipley's and buy donuts for the class without parental permission to leave campus;
 - G. Slept in class during instructional time.
 - 3.
 - A. Failed to report to school officials that a student provided another student with a urine sample to pass a drug test being administered by the student's parents.

The subcommittee recommended that the State Board place Ms. Milliken's license on suspension for two (2) years and assess a fine of \$100.

- f. Ms. Milliken was notified of the subcommittee's reasonable belief determination and recommendation on October 6, 2014, by certified and regular mail.
- g. Ms. Milliken did not respond to the recommendation and she did not request a hearing thereby waiving her right to any further notice or hearing or any other rights she might have under the Administrative Procedure Act including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

- h. 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 State Board of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the recommendations of the subcommittee.
- b. Accordingly, the Board orders suspension of Amy Renee Milliken's license for two (2) years and assesses a fine of \$100.
- c. Ms. Milliken is cautioned that further violations of the Code of Ethics or failure to pay the fine within thirty (30) days may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Ms. Milliken'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