

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION  
MAY 12, 2016**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER  
IN RE ROY LESLEY LAMB, PLSB CASE NO. 15-190**

At its regular meeting on May 12, 2016, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (“Ethics Subcommittee”) for disciplinary action against the teaching license of Roy Lesley Lamb (“Educator Lamb”). Based upon Educator Lamb’s consent to the Ethics Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedure 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 Educator Lamb a standard five-year teaching license on January 1, 2013, valid until December 31, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Lamb violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (“Code of Ethics”) promulgated pursuant to Ark. Code Ann. §§ 6-17-422 and 6-17-428.
- c. On July 10, 2015, the Ethics Subcommittee authorized an investigation into the allegation that Educator Lamb violated Standards 1 and 2: 1. An educator honestly fulfills reporting obligations associated with professional practices. 2. An educator maintains competence regarding his or her professional practice inclusive of skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.

- d. On July 21, 2015, Educator Lamb was notified of the Ethics Subcommittee's authorization to investigate these allegations.
- e. On November 4, 2015, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Lamb violated Standards 1 and 2 when he:
- Stated a student was a waste of good air, or otherwise inappropriately communicated with a student;
  - Stated that the student(s) thought the rules did not apply to him/her/them and that he/she/they were better than other people who obey the rules, or otherwise inappropriately communicated with a student;
  - Stated that he would send a student(s) to ISD the next time a class group doesn't finish assigned work, so that a student(s) couldn't talk about how bad his/her/their life/lives was/were going, or otherwise inappropriately communicated with a student(s);
  - Stated to a student(s) that he felt like bringing a gun and blowing half the class away, or otherwise inappropriately communicated with a student(s);
  - Used inappropriate language in class such as, "pissing me off."
  - Incompetently managed his classroom by, including but not limited to: allowing a student(s) to drink soda in class; instructing that an assignment(s) should be handed to one or more student(s) depending on his/her/their behavior; allowing a student(s) to leave class at an inappropriate time; and failing to prepare, or incompetently preparing a lesson plan(s);
  - Failed to or incompetently complied with the assignment policy outlined in the Bauxite Faculty Handbook;
  - Failed to or incompetently complied with the discipline policy outlined in the Bauxite Faculty Handbook; and
  - Failed to follow or incompetently complied with a directive(s) communicated to him by the school administration/his superior(s).

The Ethics Subcommittee recommended that the Board place Educator Lamb's license on probation for two (2) years, assess a \$75.00 fine, require that he complete six (6) hours of training in classroom management and student interaction through ArkansasIDEAS within sixty (60) days of the Board's final order, with all associated costs paid by Educator Lamb.

- f. On November 5, 2015, Educator Lamb, through his attorney, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. On December 4, 2015, Educator Lamb, through his attorney, rejected the Ethics Subcommittee's recommendation 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.
- h. On January 15, 2016, the Evidentiary Hearing Panel voted unanimously to uphold the previous determination and recommendation as follows: Place Educator Lamb's license on probation for two (2) years; assess a fine of \$75.00, and require him to complete six (6) hours of training in classroom management and student interaction through ArkansasIDEAS within sixty (60) days of the Board's final order, with all associated costs paid by Educator Lamb.
- i. On March 23, 2016, Educator Lamb, through his attorney, accepted the Ethics Subcommittee's recommendation, 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.h. At today's meeting, the Ethics 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 Code of Ethics, the Board adopts the Ethics Subcommittee's recommendation.
- b. Accordingly, the Board admonishes Educator Lamb for his violation of the Code of Ethics, orders probation of his license for two (2) years, assesses a \$75.00 fine, requires that he complete six (6) hours of training in classroom management and student interaction through ArkansasIDEAS within sixty (60) days of the Board's final order, with all associated costs paid by Educator Lamb.
- c. Educator Lamb is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) 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 Educator Lamb's professional licensure file and in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Toyce Newton, Chair  
Arkansas State Board of Education