

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
CHRIS PAUL MILEHAM  
FEBRUARY 13, 2020**

**PLSB CASE NO. 19-151**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on February 13, 2020, 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 Chris Paul Mileham (Educator Mileham). Based upon Educator Mileham's failure to respond to the Ethics 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 Educator Mileham a standard five-year teaching license on January 1, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Mileham 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. On May 3, 2019, the Ethics Subcommittee authorized an investigation into allegations that Educator Mileham violated Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom and Standard 2: an educator maintains competence regarding his or her professional

practice, inclusive of professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.

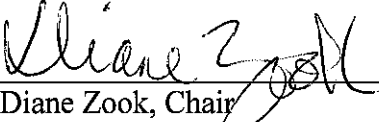
- d. Educator Mileham was notified on May 6, 2019, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on November 4, 2019, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 1 and 2 in that Educator Mileham:
  - Engaged in inappropriate interactions with students
  - Allowed/directed inappropriate behaviors by students.
  - Exhibited an inappropriate disposition inclusive of professional and ethical behavior
  - Failed to follow district/state/federal policies, procedures, or regulations.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
  1. Six Month Probation;
  2. Assess a \$150 fine (due within 90 days of State Board Order);
  3. Require Educator to complete the following coursework/readings:
    - (i) ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018) Credit Hours: 1
    - (ii) Title: QBQ! The Question Behind the Question: Practicing Personal Accountability at Work and in Life (160p); Author: John G. Miller; ISBN 10: 0399152334; ISBN 13: 978-0399152337
    - (iii) SPC17012 Introduction to Behavior: General Classroom Management Systems; Credit Hours: 1
  4. Require Educator to prepare written reflection on how these trainings will affect the Educator's interactions with students in the future. (Due within 90 days of State Board Order);
  5. Require Educator to pay all associated costs.

- g. On November 5, 2019, Educator Mileham, was notified of the Ethics Subcommittee's initial determination and recommendation by certified and regular mail. Educator Mileham failed to respond to the Ethics Subcommittee's recommendation thereby waiving his right to any further notice, hearing, or any other rights he may 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, 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 Ethics Subcommittee's recommendations, and enacts the sanctions accordingly. The Board admonishes Educator Chris Paul Mileham for his violation of the Code of Ethics.
- b. Educator Mileham is cautioned that his non-payment of the assessed fine of \$150 will result in the suspension of his license until the fine is paid in full.
- c. Educator Mileham 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 Mileham's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Diane Zook, Chair  
Arkansas State Board of Education