

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
CODY ALLEN REID
FEBRUARY 14, 2019**

PLSB CASE NO. 18-151

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on February 14, 2019, 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 Cody Allen Reid (Educator Reid). Based upon Educator Reid's acceptance of 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 Reid a standard five-year teaching license on August 8, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Reid 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 June 1, 2018, the Subcommittee authorized an investigation into allegations that Educator Reid violated Standard 1: An educator maintains a professional relationship with each student, both in and outside of the classroom; and Standard 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. Educator Reid was notified on June 4, 2018 of the subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on December 7, 2018, the subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standards 1 and 2 in that Educator Reid:
 - Made inappropriate physical contact with a student.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
 - Probation of license for two (2) years;
 - Assess a \$200 fine (due within 90 days of the State Board Final Order);
 - Complete ERC18064 Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2017);
 - Complete course SPC17012 Introduction to Behavior: General Classroom Management Systems;
 - Complete course LAB15050 Grab Your Students By Their Brains with Humor and Passion;
 - Educator must have a mentor teacher, with at least three years of experience within that district, for two years
 - Each semester, Educator must provide a written reflection of how the mentor is impacting his professional practices
 - Submit written reflections for each course and book indicating how the trainings will impact the Educator's classroom management and interactions with students (due within 90 days of the State Board Final Order); and
 - Require that all associated costs be paid by Educator Reid.
- g. On December 10, 2018, Educator Reid, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. Educator Reid accepted the Ethics Subcommittee's recommendation on January 2, 2019, 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 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 Reid for his violation of the Code of Ethics.
- b. Educator Reid is cautioned that his non-payment of the assessed fine of \$200 may result in the suspension of his license until the fine is paid in full.
- c. Educator Reid 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 Reid's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Dr. Jay Barth, Chair
Arkansas State Board of Education