

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
MAY 11, 2017**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER
IN RE ROY LAMB, PLSB CASE NO. 17-097**

At its meeting on May 11, 2017, 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 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 November 7, 2016, the Ethics Subcommittee authorized an investigation into allegations that Educator Lamb violated Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom; 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; and Standard 3: An educator honestly fulfills reporting obligations associated with professional practices.

- d. On November 9, 2016, Educator Lamb was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On March 3, 2017, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Lamb violated Standards 1, 2, and 3 of the Code of Ethics when he:
- Used a racial slur in front of a student.
 - Used a racial slur in front of a colleague
 - Asked or otherwise encouraged a colleague to provide false information about an incident
 - Asked or otherwise encouraged a colleague to provide false information about an incident

The Ethics Subcommittee recommended that the Board suspend the license of Educator Lamb for two years; assess a fine of \$100.00 which is due within ninety (90) days of the State Board final order; and require training to include ArkansasIDEAS online portal course SOE14002: Social Studies in Action Exploring Unity and Diversity (2 hours); ArkansasIDEAS Course IAD14492 Classroom Management: Building Effective Relationships, 2nd edition (11 hours); Educator Lamb is to submit to the PLSB office written reflections on each training indicating how this will impact his interaction with students. All training and written reflections are to be completed within sixty (60) days of the State Board final order. All associated costs are to be paid by the educator.

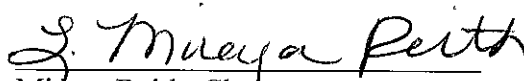
- f. On March 9, 2017, Educator Lamb was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. Educator Lamb did not respond to the Ethics Subcommittee's recommendation, thereby waiving his right to any further notice, hearing, or 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 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 violations of the Code of Ethics; suspends his license for two (2) years; assesses a fine of \$100.00; requires the timely completion of coursework to include ArkansasIDEAS course SOE 14002, Social Studies in Action Exploring Unity and Diversity (2 hours) and ArkansasIDEAS Course IAD14492 Classroom Management: Building Effective Relationships, 2nd edition (11 hours) with written reflections on each training to be provided to the PLSB office within sixty (60) days of the date of this final order.
- 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.


Mireya Reith, Chair
Arkansas State Board of Education