

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
JULY 14, 2016**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER
IN RE CASSANDRA LYNN SCHUMACHER, PLSB CASE NO. 16-093**

At its regular meeting on July 14, 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 Cassandra Lynn Schumacher (“Educator Schumacher”). Based upon Educator Schumacher’s acceptance of 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 Schumacher a standard five year license on August 1, 2012, valid until December 31, 2016.
- b. The Ethics Subcommittee received an allegation that Educator Schumacher 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 February 5, 2016, the Ethics Subcommittee authorized an investigation into allegations that Educator Schumacher violated Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.

- d. On February 16, 2016, Educator Schumacher was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On May 6, 2016, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Schumacher violated Standard 1 when she:
- Encouraged and/or allowed a student to "put a bald spot on", fight, beat-up, or have other inappropriate contact with another student; and
 - Made derogatory or otherwise negative comments about one student to another student.

The Ethics Subcommittee recommended that the Board issue Educator Schumacher a written reprimand; assess a fine of \$50.00; require her to complete six (6) hours of professional development training on classroom discipline; provide a written reflection to the PLSB office on how the training will impact her actions on the school bus; require the training to be in addition to any district and licensure professional development requirements; and require the training and written reflection to be completed within six (6) months of the Board's final order. All associated costs paid by Educator Schumacher.

- f. On May 16, 2016, Educator Schumacher was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. On May 23, 2016, Educator Schumacher accepted the Ethics Subcommittee's recommendation, thereby waiving her 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.

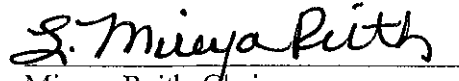
- h. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

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 Schumacher for her violation of the Code of Ethics; issues a written reprimand; assesses a fine of \$50.00; requires her to complete six (6) hours of professional development training on classroom discipline; requires a written reflection to the PLSB office on how the training will impact her actions on the school bus; requires the training to be in addition to any district and licensure professional development requirements; and requires the training and written reflection to be completed within six (6) months of the Board's final order. All associated costs paid by Educator Schumacher.
- c. Educator Schumacher 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 her license.

- d. This order shall remain for two (2) years in Educator Schumacher's professional licensure file, but shall remain permanently in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.


Mireya Reith, Chair
Arkansas State Board of Education