

## THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:  
JUSTIN ANDREW COBB  
OCTOBER 13, 2023

PLSB CASE NO. 23-101

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

At its regular meeting on October 13, 2023, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Hearing Subcommittee (“Ethics Hearing Subcommittee”) for disciplinary action against the teaching license of Justin Andrew Cobb (“Educator Cobb”). Based upon Educator Cobb’s failure to respond to the Ethics Hearing 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 Cobb a standard five-year teaching license on January 1, 2020, valid until December 31, 2024.
- b. The Ethics Subcommittee received an allegation that Cobb 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 March 3, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Cobb 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 professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.*

- d. Educator Cobb was notified on March 6, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on July 14, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 of the Code of Ethics. Educator Cobb rejected the Ethics Subcommittee's recommendation of sanction and requested an evidentiary hearing.
- f. On August 16, 2023, Educator Cobb appeared for his evidentiary hearing before the Ethics Hearing Subcommittee. After consideration of the testimony, evidence, and arguments presented at the evidentiary hearing, the Ethics Hearing Subcommittee found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Cobb:
- Inappropriate communication with student(s).
  - Inappropriate relationship with student(s).
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
- g. The Ethics Hearing Subcommittee recommended that the State Board take the following actions:
1. Permanent Revocation of License.
- h. On August 23, 2023, Educator Cobb's attorney, was notified of the Ethics Hearing Subcommittee's final determination and recommendation by certified and regular mail. Educator Cobb did not respond to the Ethics Hearing 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.

- i. At today's meeting, the Ethics Hearing 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 Hearing Subcommittee's recommendation, and enacts the sanction accordingly. The Board admonishes Educator Justin Andrew Cobb for his violation of the Code of Ethics.
- b. This order shall remain permanently in Educator Cobb's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



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Dr. Sarah Moore, Chair  
Arkansas State Board of Education