

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:**

**TERRY DON FARMER**

**APRIL 11, 2024**

**PLSB CASE NO. 23-141**

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

At its regular meeting on April 11, 2024, 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 Terry Don Farmer (“Educator Farmer”). Based upon Educator Farmer’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 Farmer a standard five-year teaching license on January 1, 2022, valid until December 31, 2026.
- b. The Ethics Subcommittee received an allegation that Educator Farmer 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 5, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Farmer 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; Standard 3: an educator honestly fulfills reporting obligations associated with professional practices; and Standard 7: an educator maintains the confidentiality of information about students and colleagues obtained in the course of the educator's professional services that is protected under state law or regulations, federal law or regulations or the written policies of the educator's school district, unless disclosure serves a professional purpose as allowed or required by law or regulations.*

Subsequently, on July 14, 2023, after an initial investigation, the Ethics

Subcommittee also authorized the following additional standards: *Standard 4: an educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship; Standard 5: an educator maintains integrity regarding the acceptance of any gratuity, gift, compensation or favor that might impair or appear to influence professional decisions or actions and shall refrain from using the educator's position for personal gain; and Standard 8: an educator, while on school premises or at school-sponsored activities involving students, refrains from: a) using, possessing and/or being under the influence of alcohol or unauthorized drugs/substances, and/or possessing items prohibited by law, b) possessing or using tobacco or tobacco-related products, e-cigarettes, e-liquid, or vapor products, or c) abusing/misusing prescription medications or other authorized substances as evidenced by impairment.*

- d. Educator Farmer was notified on May 8, 2023, of the Ethics Subcommittee's authorization to investigate allegations regarding violations of standards 1, 2, 3, and 7 and again on July 17, 2023, regarding alleged violations of standards 4, 5, and 8.

- e. After considering the investigator's report and evidence on November 13, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1, 2, 3, 4, 5, and 7 in that Educator Farmer:
- Inappropriate interaction with a student.
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
  - Failure to report to state agencies.
  - Misuse of district property and/or facilities.
  - Utilizing the use of school board member(s) for personal and/or professional gain.
  - FERPA Violation.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
1. Permanent Revocation of License;
  2. Assess a \$500 fine (due within 90 days of the State Board Order).
- g. On November 14, 2023, Educator Farmer's attorney was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Farmer rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing. On February 19, 2024, educator Farmer withdrew his request for the evidentiary hearing, thereby accepting 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 Terry Don Farmer for his violation of the Code of Ethics.
- b. This order shall remain permanently in Educator Farmer's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

*Kathy Rollins*  
for \_\_\_\_\_  
Dr. Sarah Moore, Chair  
Arkansas State Board of Education