

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
ALICIA LYNN HANEY  
JANUARY 11, 2024**

**PLSB CASE NO. #24-047**

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

At its regular meeting on January 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 Alicia Lynn Haney (“Educator Haney”). Based upon Educator Haney'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 Haney a standard five-year teaching license on January 1, 2024, valid until December 31, 2028.
- b. The Ethics Subcommittee received an allegation that Educator Haney 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 August 4, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Haney 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; and*

*Standard 3: an educator honestly fulfills reporting obligations associated with professional practices.*

- d. Educator Haney was notified on August 8, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on December 1, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Haney:
  - Failed to properly supervise a student(s).
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
  1. Probation of License for 2 years;
  2. Assess a \$250 fine (due within 90 days of the State Board Order);
  3. Require Educator to complete the following coursework/readings:
    - a. ERC23006: Code of Ethics Part Four: Professional Responsibilities (1 Credit Hour)
    - b. Code of Ethics Training Provided by the PLSB (1.5 Hours)
  4. Educator to provide written reflections on each training on how they will impact her practices on keeping students safe and supervised. (due within 90 days of the state board order);
  5. Quarterly reports from the educator signed by the current supervisor on how she is following best practices to keep students safe and supervised.
  6. Require Educator to pay all associated costs.

- g. On December 1, 2023, Educator Haney, was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Haney accepted the Ethics Subcommittee's recommendation thereby waiving her right to any further notice, hearing, or any other rights she 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 Alicia Lynn Haney for her violation of the Code of Ethics.
- b. Educator Haney is cautioned that her non-payment of the assessed fine of \$250 may result in the suspension of her license until the fine is paid in full.
- c. Educator Haney 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 permanently in Educator Haney's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

*Sarah Moore*

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Dr. Sarah Moore, Chair  
Arkansas State Board of Education