

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
MICHAEL CHASON BOWMAN
AUGUST 8, 2024

PLSB CASE NO. 24-189

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on August 8, 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 Michael Chason Bowman (“Educator Bowman”). Based upon Educator Bowman’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 Bowman a standard five-year teaching license on January 1, 2024, valid until December 31, 2028.
- b. The Ethics Subcommittee received an allegation that Educator Bowman 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 1, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Bowman 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.

- d. Educator Bowman was notified on February 6, 2024, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on July 12, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Bowman:
 - Inappropriate communication with student(s).
 - Inappropriate interaction with 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) Suspension of License for 1 year followed by a Probation of License for 1 year;
 - (2) Assess a \$400.00 fine (due within 90 days of the State Board Order);
 - (3) Require Educator to complete the following coursework/readings:
 - (a) Code of Ethics Training by PLSB Staff.
 - (b) ArkansasIDEAS Training: LAG17029 Success Favors Well-Prepared Adults: Unpacking your Personality Package (1 Credit Hour)
 - (c) Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p); Author: Linda Galindo; ISBN 13: 9780470500163

- (4) Educator to provide written reflection on each training/book regarding how the educator will improve his interactions and communication with students in the future. Due to the PLSB for approval 30 days prior to the end of suspension for suspension removal;
 - (5) Quarterly reports while on probation from the educator's supervisor regarding how his interactions and communication with students is progressing; and
 - (6) Require Educator to pay all associated costs.
- g. On July 12, 2024, Educator Bowman's attorney, was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Bowman accepted 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 Michael Bowman for his violation of the Code of Ethics.

- b. Educator Bowman is cautioned that his non-payment of the assessed fine of \$400.00 may result in the suspension of his license until the fine is paid in full.
- c. Educator Bowman 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 Bowman's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Dr. Sarah Moore, Chair
Arkansas State Board of Education