

# THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:  
CASEY WAYNE BICE  
DECEMBER 12, 2024

PLSB CASE NO. 24-237

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

At its regular meeting on December 12, 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 Casey Wayne Bice (“Educator Bice”). Based upon Educator Bice’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 Bice a standard five-year teaching license on January 1, 2024, valid until December 31, 2028.
- b. The Ethics Subcommittee received an allegation that Educator Bice 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 3, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Bice 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.*

Subsequently, on October 4, 2024, after an initial investigation, the Ethics Subcommittee authorized alleged violations of *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.*

- d. Educator Bice was notified on May 7, 2024, of the Ethics Subcommittee's authorization to investigate the allegations of alleged violations of Standards 1 and 2. Additionally, Educator Bice was notified on October 4, 2024, of the Ethics Subcommittee's authorization to investigate the additional alleged violations of Standard 7.
- e. After considering the investigator's report and evidence on November 1, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1, 2, and 7 in that Educator Bice:
- Inappropriate interactions with student(s).
  - Inappropriate communication with student(s).
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
  - Shared confidential information without an educational purpose.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
- (1) Probation of License for 2 years;
  - (2) Assess a \$250.00 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) Title: Teaching with Love & Logic: Taking Control of the Classroom Author: Jim Fay ISBN-10: 1942105231
- (c) Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 13: 9780470500163
- (d) Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292

- (4) Educator to provide written reflections on each training/book regarding how the educator will improve his interactions with students in the future. Due to the PLSB for approval within 90 days of the State Board Order;
- (5) Quarterly reports from the educator's supervisor regarding the educator's progress on professional practices as well as interaction with students; and
- (6) Require Educator to pay all associated costs.

- g. On November 1, 2024, Educator Bice, was notified of the Ethics Subcommittee's initial determination and recommendation by secure email. Educator Bice 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 Casey Bice for his violation of the Code of Ethics.

- b. Educator Bice is cautioned that his non-payment of the assessed fine of \$250.00 may result in the suspension of his license until the fine is paid in full.
- c. Educator Bice 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 Bice'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