

# THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:  
RICKY ALAN LAWSON  
DECEMBER 12, 2024**

**PLSB CASE NO. 24-307**

## **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 Ricky Alan Lawson (“Educator Lawson”). Based upon Educator Lawson’s failure to respond to 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:

### **1) Findings of Fact**

- a) The Arkansas Department of Education issued Educator Lawson a Provisional MAT teaching license on August 1, 2022, valid until June 30, 2024.
- b) The Ethics Subcommittee received an allegation that Educator Lawson 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 June 7, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Lawson 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 4: an educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship.*

- d) Educator Lawson was notified on June 10, 2024, of the Ethics Subcommittee's authorization to investigate this allegation.
- 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 4 in that Educator Lawson:
- Inappropriate interaction 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.
  - Misuse of school property (email).
- 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: Flipping the Switch: Unleash the Power of Personal Accountability  
Using the QBQ! (144 p) Author: John G. Miller ISBN 10: 0399152334
    - (c) Title: The 85% Solution: How Personal Accountability Guarantees  
Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN  
13: 9780470500163

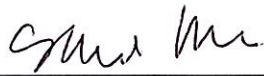
- (4) Educator to provide written reflections reflection on each training/book on how they will impact the educator's future interactions with students. Due to the PLSB for approval within 90 days of the State Board Order;
  - (5) Quarterly reports from the educator's educational supervisor indicating how the educator's interactions and communication with students is progressing; and
  - (6) Require Educator to pay all associated costs.
- g) On November 1, 2024, Educator Lawson was notified of the Ethics Subcommittee's initial determination and recommendation by secure email. Educator Lawson failed to respond to 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.

**2) 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 Ricky Lawson for his violation of the Code of Ethics.
- b) Educator Lawson 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 Lawson 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 Lawson'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