

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
JANICE DENICE REDDICK
MARCH 13, 2025

PLSB CASE NO. 25-003

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on March 13, 2025, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Hearing Subcommittee (“Ethics Hearing Subcommittee”) for disciplinary action against the teaching license of Janice Denice Reddick (“Educator Reddick”). Based upon Educator Reddick’s acceptance the Ethics Hearing 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 Reddick a standard five-year teaching license on January 1, 2022, valid until December 31, 2026.
- b. The Ethics Subcommittee received an allegation that Educator Reddick 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 July 12, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Reddick 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 Reddick was notified on July 17, 2024, of the Ethics Subcommittee's authorization to investigate the alleged allegations.
- e. After considering the investigator's report and evidence on December 6, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 of the Code of Ethics. Educator Reddick rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing.
- f. On January 22, 2025, Educator Reddick appeared with her attorney for her evidentiary hearing before the Hearing Subcommittee. After consideration of the testimony, evidence, and arguments presented at the evidentiary hearing, the Hearing Subcommittee found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Reddick:
- Inappropriate communication with student(s).
 - Inappropriate interactions with student(s).
 - Physical contact with student(s).
 - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Violated district, state or federal policies or law.
- g. The Hearing Subcommittee recommended that the State Board take the following actions:
1. Suspension of License for 1 year followed by a Probation of License for 2 years;
 2. Assess a \$500.00 fine (due within 90 days of State Board Order);
 3. Require Educator to complete the following coursework/readings:
 - a. Title: Connect with Your Students: How to Build Positive Teacher-Student Relationships Author: Rob Pelvin ISBN-10: 1976797284.

- b. Title: Teaching with Love & Logic: Taking Control of the Classroom Author: Jim Fay ISBN-10: 1942105231.
 - 4. Written reflection on each book indicating how they will affect educator's interactions 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 indicating how her interactions with students have improved; and
 - 6. Require Educator to pay all associated costs.
- h. On January 23, 2025, Educator Reddick's attorney, was notified of the Hearing Subcommittee's final determination and recommendation by secure email. Educator Reddick accepted the Hearing 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.
- i. At today's meeting, the Ethics Hearing 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 Hearing Subcommittee's recommendations and enacts the sanctions accordingly. The Board admonishes Educator Janice Reddick for her violation of the Code of Ethics.

- b. Educator Reddick is cautioned that her non-payment of the assessed fine of \$500.00 will result in the continued suspension of her license until the fine is paid in full.
- c. Educator Reddick 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 Reddick'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