

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
MOLLY BROYLES
SEPTEMBER 10, 2020**

PLSB CASE NO. 20-123

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on September 10, 2020, 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 Molly Broyles (Educator Broyles). Based upon Educator Broyles'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:

I. Findings of Fact

- a. The Arkansas Department of Education issued Educator Broyles a standard five-year teaching license on January 1, 2018, valid until December 31, 2022.
- b. The Ethics Subcommittee received an allegation that Educator Broyles 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 6, 2020, the Ethics Subcommittee authorized an investigation into allegations that Educator Broyles violated Standards 2, 4, and 5; *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; Standard 4: an*

educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship; Standard 5: an educator maintains integrity regarding the acceptance of any gratuity, gift, compensation or favor that might impair or appear to influence professional decisions or actions and shall refrain from using the educator's position for personal gain.

- d. Educator Broyles was notified on March 10, 2020, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on July 8, 2020, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 2 and 4 in that Educator Broyles:
 - Inappropriate disposition inclusive of professional and ethical behavior
 - Misuse of public funds
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
 1. Six-Month Probation;
 2. Fine of \$150 (due within 90 days of State Board Order);
 3. Recommended training, coursework or rehab treatment, with monitored progress:
 - a. ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018) Credit Hours: 1
 - b. Title: The 85% Solution: How Personal Accountability Guarantees Success --No Nonsense, No Excuses (256p) Author: Linda Galindo
ISBN 13: 978047

- c. Title: Federal Education Grants Management: What Administrators Need to Know (5th Edition): Leigh Manasevit, Tiffany R. Winters, and Steven Spillan Pages: 380
- d. Educator to provide written reflections to show how she will utilize the trainings to accept accountability but also how they will impact her use of funding in the future. Educator to review school district policy regarding fundraising and provide reflection on how she will follow the policy in the future.
- e. To be completed within 90 days of the State Board Order: (All costs paid by Educator).
- g. On July 10, 2020, Educator Broyles, was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Broyles failed to respond to 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 Broyles for her violation of the Code of Ethics.

- b. Educator Broyles is cautioned that her non-payment of the assessed fine of \$150 may result in the suspension of her license until the fine is paid in full.
- c. Educator Broyles 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 Broyles professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Charisse Dean, Chair
Arkansas State Board of Education