

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
KALE WILLIAM EATON  
SEPTEMBER 13, 2018**

**PLSB CASE NO. 18-113**

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

At its regular meeting on September 13, 2018, 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 Kale William Eaton (Educator Eaton). Based upon Educator Eaton's acceptance of the Ethics Subcommittee's recommendation, and the evidence presented, in accordance with the Administrative Procedures 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 Eaton a standard five-year teaching license on January 1, 2014, valid until December 31, 2018.
- b. The Ethics Subcommittee received an allegation that Educator Eaton violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (Code of Ethics) promulgated pursuant to Ark. Code Ann. §§ 6-17-422 and 6-17-428.
- c. On March 2, 2018, the Ethics Subcommittee authorized an investigation into allegations that Educator Eaton 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 skills, knowledge, dispositions, and responsibilities relating to his or her organizational position; and Standard 3: An educator honestly fulfills reporting obligations associated with professional practices.

- d. On March 5, 2018, Educator Eaton was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On July 9, 2018, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found preponderance of evidence that Educator Eaton violated Standards 2 and 3 of the Code of Ethics when he:
- Directed program subordinate to bypass program operating procedures; and
  - Approved inaccurate verification documentation.

The Ethics Subcommittee recommended that the Board:

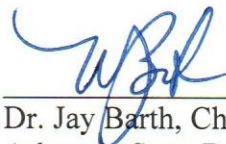
- Issue a written reprimand;
  - Assess a \$50 fine to be paid within ninety (90) days of the State Board's final order;
  - Require him to complete training through the ArkansasIDEAS online portal taking Course ERC18064: *Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2017)* (.5 hours); Course IAA14075: *Understanding Alternative Education in Arkansas (1 hour)*;
  - Require him to read book: *The Active/Ethical Professional: A Framework for Responsible Educators* (200 p); Author: Michael C. Gunzenhauser; ISBN 10:1441152105; ISBN 13:978-1441152107;
  - Require him to submit written reflections to the PLSB Office on each training and book indicating how training impacted his future professional practices; the written statement must be submitted within ninety (90) days of the State Board's final order; and
  - All costs will be paid by Educator Eaton.
- f. On July 10, 2018, Educator Eaton was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.

- g. On July 25, 2018, Educator Eaton accepted the Ethics Subcommittee's recommendation, thereby waiving his right to any further notice, hearing, or any other rights he might 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 Eaton for his violation of the Code of Ethics and adopts the recommendation for actions as outlined by the Ethic's Subcommittee.
- b. Educator Eaton 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.

IT IS SO ORDERED.



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Dr. Jay Barth, Chair  
Arkansas State Board of Education