

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
OCTOBER 13, 2016**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER
IN RE ANNETTE SUSAN QUEECK, PLSB CASE NO. 16-134**

At its regular meeting on October 13, 2016, 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 Annette Susan Queeck (“Educator Queeck”). Based on Educator Queeck’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 Queeck a standard five year license on January 1, 2016, valid until December 31, 2020.
- b. The Ethics Subcommittee received an allegation that Educator Queeck 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 April 1, 2016, the Ethics Subcommittee authorized an investigation into allegations that Educator Queeck violated Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.
- d. On April 11, 2016, Educator Queeck was notified of the Ethics Subcommittee’s authorization to investigate the allegations.

e. On August 5, 2016, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Queck violated Standard 1 when she:

- Struck or otherwise inappropriately interacted with a student.

The Ethics Subcommittee recommended that the Board issue Educator Queck a written reprimand; assess a fine of \$50.00; require her to complete training through ArkansasIDEAS, specifically, IAD14491 *Classroom Management: Managing Challenging Behavior* and IAD14492 *Classroom Management: Building Effective relationships*, 2nd Edition; require her to submit written reflections to the PLSB office on how both trainings will impact her future conduct in the classroom. Require the training and written reflections to be completed within ninety (90) days of the Board's final order with all associated costs paid by Educator Queck.

f. On August 10, 2016, Educator Queck was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.

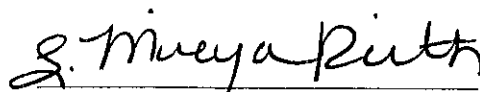
g. Educator Queck did not respond to the Ethics Subcommittee's recommendation, thereby waiving her right to any further notice, hearing, or any other rights she might have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

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 and pursuant to Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428, and 25-15-201 et seq., and the Code of Ethics, the Board adopts the Ethics Subcommittee's recommendation.
- b. Accordingly, the Board admonishes Educator Queck for her violation of the Code of Ethics; issues a written reprimand; assesses a fine of \$50.00; requires her to complete training through ArkansasIDEAS, specifically, IAD14491 *Classroom Management: Managing Challenging Behavior* and IAD14492 *Classroom Management: Building Effective relationships*, 2nd Edition; requires her to submit written reflections to the PLSB office on how both trainings will impact her future conduct in the classroom. Requires the training and written reflections to be completed within ninety (90) days of the Board's final order with all associated costs paid by Educator Queck.
- c. Educator Queck 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 for two (2) years in Educator Queck's professional licensure file, but shall remain permanently in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Mireya Reith, Chair
Arkansas State Board of Education