

## THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:  
PAMELA BETH MORGAN  
FEBRUARY 9, 2023**

**PLSB CASE NO. 23-037**

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

At its regular meeting on February 9, 2023, 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 Pamela Beth Morgan (“Educator Morgan”). Based upon Educator Morgan’s acceptance of 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 Morgan a standard five-year teaching license on January 1, 2018, valid until December 31, 2022.
- b. The Ethics Subcommittee received an allegation that Educator Morgan 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 October 7, 2022, the Ethics Subcommittee authorized an investigation into allegations that Educator Morgan violated *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 8: an educator, while on school premises or*

*at school-sponsored activities involving students, refrains from: a) using, possessing and/or being under the influence of alcohol or unauthorized drugs/substances, and/or possessing items prohibited by law, b) possessing or using tobacco or tobacco-related products, e-cigarettes, e-liquid, or vapor products, or c) abusing/misusing prescription medications or other authorized substances as evidenced by impairment.*

- d. Educator Morgan was notified on October 7, 2022, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on January 6, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 2 and 8 in that Educator Morgan:

- Exhibited inappropriate disposition inclusive of professional and ethical behavior.
- Violated district, state or federal policies or law.
- Was under the influence of unauthorized drugs or substances while on campus.

- f. The Ethics Subcommittee recommended that the State Board take the following actions:

1. Suspension of license for 1 year followed by a 1 year probation;
2. Assess a \$400 fine (due within 90 days of the State Board Order);
3. A letter stating the educator is fit for the classroom submitted by a licensed healthcare professional 30 days prior to the end of suspension for suspension removal. Quarterly updates of the educator's recovery throughout the suspension and probation.
4. Require Educator to complete the following coursework/readings:
  - a. Code of Ethics Training as provided by the PLSB staff.
  - b. Title: The Power Paradox: How We Gain and Lose Influence (208p)  
Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293

5. Require Educator to prepare written reflection on how these trainings and readings will influence future behaviors. (Due to the PLSB for approval within 90 days of the State Board Order); and
  6. Require Educator to pay all associated costs.
- g. On January 6, 2023, Educator Morgan, was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Morgan accepted 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 Pamela Beth Morgan for her violation of the Code of Ethics.
- b. Educator Morgan is cautioned that her non-payment of the assessed fine of \$400 may result in the continued suspension of her license until the fine is paid in full.

- c. Educator Morgan 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 Morgan's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



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Ouida Newton, Chair  
Arkansas State Board of Education