

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
KAYLEE ANNAY NELSON
NOVEMBER 9, 2023

PLSB CASE NO. #24-001

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on November 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 Kaylee Annay Nelson (“Educator Nelson”). Based upon Educator Nelson’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 Nelson a standard five-year teaching license on June 20, 2021, valid until December 31, 2025.
- b. The Ethics Subcommittee received an allegation that Educator Nelson 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 14, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Nelson 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 professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.*

- d. Educator Nelson was notified on July 17, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on October 6, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Nelson:
- Inappropriate interactions with student(s).
 - Inappropriate communication with student(s).
 - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Violated district, state or federal policies or law.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
1. Probation of License for 2 years.
 2. Assess a \$250 fine (due within 90 days of the State Board Order);
 3. Require Educator to complete the following coursework/readings:
 - a. Code of Ethics Training Provided by the PLSB (1.5 Hours)
 - b. Title: The Power Paradox: How We Gain and Lose Influence (208p)
Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293
 - c. ERC20080 We Are All in This Together: Building Student Relationships (1 Credit Hour)
 - d. LAG17029 Success Favors Well-Prepared Adults: Unpacking your Personality Package (1 Credit Hour)

4. Educator to provide written reflection on each training/reading on how they will impact the educator's future interactions and communication with students. (due within 90 days of the state board order); and
 5. Require Educator to pay all associated costs.
- g. On October 6, 2023, Educator Nelson, was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Nelson 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 Kaylee Nelson for her violation of the Code of Ethics.
- b. Educator Nelson is cautioned that her non-payment of the assessed fine of \$250 may result in the suspension of her license until the fine is paid in full.
- c. Educator Nelson 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 Nelson'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