

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
MARTHA KAREN EOFF
JUNE 13, 2024

PLSB CASE NO. 24-054

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on June 13, 2024, 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 Martha Karen Eoff (“Educator Eoff”). Based upon Educator Eoff’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:

1) Findings of Fact

- a) The Arkansas Department of Education issued Educator Eoff a lifetime teaching license on January 1, 2014.
- b) The Ethics Subcommittee received an allegation that Educator Eoff 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 September 1, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Eoff 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 3: an educator honestly fulfills reporting*

obligations associated with professional practices; and Standard 4: an educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship.

- d) Educator Eoff was notified on September 5, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e) After considering the investigator's report and evidence on May 3, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 2, 3, and 4 in that Educator Eoff:
- Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Violated district, state or federal policies or law.
 - Approved falsified reports.
 - Misuse of public funds.
- f) The Ethics Subcommittee recommended that the State Board take the following actions:
- (1) Suspension of License for 1 year.
 - (2) Assess a \$500.00 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 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163
 - (c) Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293
 - (4) Educator to provide written reflection on each book/training on how they will impact the educator's future professional practices and record keeping (due to

the PLSB for approval within 30 days prior to the end of their suspension for suspension removal).

(5) Require Educator to pay all associated costs.

- g) On May 3, 2024, Educator Eoff, was notified of the Ethics Subcommittee's initial determination and recommendation by secure email. Educator Eoff 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.

2) 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 Martha Karen Eoff for her violation of the Code of Ethics.
- b) Educator Eoff is cautioned that her non-payment of the assessed fine of \$500.00 may result in the continued suspension of her license until the fine is paid in full.
- c) Educator Eoff 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 Eoff'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