

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
TYLER SCOTT
JUNE 13, 2024**

PLSB CASE NO. 24-075

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on June 13, 2024, the Arkansas State Board of Education (“Board”) reviewed the findings of the Professional Licensure Standards Board Ethics Hearing Subcommittee (“Hearing Subcommittee”) for disciplinary action against the teaching license of Tyler Scott (“Educator Scott”). Based upon the briefs of the parties and the evidence presented to the Board, in accordance with the Administrative Procedures Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

Findings of Fact and Conclusions of Law

- a. On April 3, 2024, Educator Scott and his attorney appeared for his evidentiary hearing before the Hearing Subcommittee.
- b. After a review of the evidence, the Hearing Subcommittee found, based on a preponderance of the evidence, that Educator Scott violated Standard 2 of the Code of Ethics for Arkansas Educators, and recommended his license be Suspended for 1 year followed by a Probation of License for 2 years, and pay a fine of \$500.
- c. Educator Scott rejected the recommendation and requested a State Board review.
- d. On June 13, 2024, Educator Scott and his attorney appeared before the Board.
- e. The educator and the PLSB presented oral argument to the Board.
- f. 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 made the following findings, conclusions and determinations by a preponderance of the evidence.

g. The Board found that Educator Scott:

The Superintendent used his position of authority negatively for a personal matter. Multiple district personnel were subjected to the superintendent's negative behavior of intimidation and harassment. The superintendent failed to take accountability for his actions. The superintendent violated district policy 3.38 bullying. High negative impact on school culture and subordinates. The superintendent used his position to intimidate and strongarm his subordinates. The superintendent held meetings with subordinates that lasted an extended period of time during which they were intimidated. The superintendent allowed two individuals in the meetings who were not supervisors at the district. The superintendent made multiple negative public comments regarding the district's school board.

g. Educator Scott violated Standard 2.

h. The Board imposed the following sanction:

- Probation of License for 3 years;
- Assess a \$250 fine (due within 90 days of State Board Order);
- Require Educator to complete the following coursework/readings:
 - Code of Ethics Training Provided by the PLSB (1.5 Hours)
 - Title: The Power Paradox: How We Gain and Lose Influence (208p)
Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293

- Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163
 - ERA16066 Bullying: Separating Fact from Fiction (1.5 Credit Hours)
 - A written reflection on each training/book on how it will influence his future leadership skills and interactions with colleagues due to the State Board for approval within 90 days of the State Board order.
 - Quarterly reports during the duration of the probation from supervisor or district board president regarding his leadership and interactions with colleagues; and
 - Require Educator to pay all associated costs.
- i. This order shall remain permanently in Educator Scott'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