

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
MARY MICHELE OLTMANN
MAY 9, 2024

PLSB CASE NO. 24-126

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on May 9, 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 Mary Michele Oltmann (“Educator Oltmann”). Based upon Educator Oltmann’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 Oltmann a lifetime teaching license on January 1, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Oltmann 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 January 5, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Oltmann violated *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; and 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 Oltmann was notified on January 8, 2024, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on April 5, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Oltmann:
 - Physical contact with a student(s).
 - Inappropriate interactions 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) Suspension of License for 1 year followed by a Probation of License for 2 years;
 - (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: Flipping the Switch: Unleash the Power of Personal Accountability Using the QBQ! (144 p) Author: John G. Miller
ISBN 10: 0399152334 ISBN 13: 978-0399152337

- (d) SPC17013 Introduction to Behavior: Behavior Intervention Plans (1 Credit Hour)
 - (e) SPC17011 Introduction to Behavior: Supporting Effective Behavior (1 Credit Hour)
 - (4) Educator to provide written reflection on each training/book on how they will impact the educator's future interactions with students. Due to the PLSB for approval within 30 days prior to the end of their suspension for suspension removal;
 - (5) Quarterly reports from the educator's supervisor during probation regarding how her interactions with students are progressing; and
 - (6) Require Educator to pay all associated costs.
- g. On April 8, 2024, Educator Oltmann was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Oltmann 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.

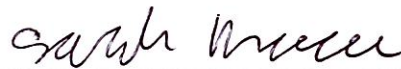
II. Conclusions of Law

- 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 Mary Oltmann for her violation of the Code of Ethics.

- b. Educator Oltmann 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 Oltmann 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 Oltmann'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