

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
HANNAH ELIZABETH FULMER
SEPTEMBER 12, 2024**

PLSB CASE NO. 24-204

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on September 12, 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 Hannah Elizabeth Fulmer (“Educator Fulmer”). 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 5, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Fulmer 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;
- b. Educator Fulmer was notified on April 8, 2024, of the Ethics Subcommittee's authorization to investigate this allegation.
- c. After considering the investigator's report and evidence on July 12, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Fulmer:

- Inappropriate communication with student(s).
- Inappropriate interaction with student(s).
- Exhibited inappropriate disposition inclusive of professional and ethical behavior.
- Violated district, state or federal policies or law.

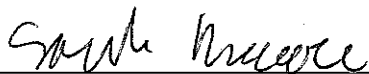
d. The Ethics Subcommittee recommended that the State Board take the following actions:

- (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) Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner; ISBN 10: 0143110292; ISBN 13: 978-0143110293
 - (b) Title: What Great Teachers Do Differently: 17 Things that Matter Most 2nd Edition; Author: Todd Whitaker; ISBN 10: 9781596671997; ISBN 13: 978-1596671997
 - (c) Code of Ethics training by PLSB Staff (The Educator must find an in-person Code of Ethics training to attend and provide proof of attendance.)
- (4) Educator to provide written reflections on each training/reading on how they will affect the educator's future interactions and communication with students due to the PLSB for approval within 30 days prior to the end of their suspension for suspension removal; and
- (5) Quarterly reports while on probation from the educator's supervisor regarding how her interactions and communication with students is progressing; and
- (6) Require Educator to pay all associated costs.

- e. The case was placed on the August 8, 2024, State Board of Education consent agenda. The Board voted to move the case to the September 12, 2024, State Board of Education action agenda for further review of the case. The rationale for the review was: previous incident that resulted in a sanction or should have resulted in a sanction.
- f. On September 12, 2024, Educator Fulmer received the hearing notice but did not appear before the State Board.
- g. The PLSB made an oral argument to the Board.
- h. 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.
 - i. The Board found that: Video evidence shows that the student was at the educator's home and under the influence of alcohol. The educator acknowledged that she gave the student alcoholic beverages (Fireball and Vodka). The educator acknowledged that the student spent the night at her home after consuming the alcohol and that they slept in the same bed. The educator has a prior PLSB case for which she was issued a written reprimand. The prior PLSB case was also pertaining to the educator's interactions with students. High negative impact on students. The educator should have known that her actions violated the Code of Ethics.
 - j. Educator Fulmer violated Standard 1 and Standard 2.
 - k. The Board imposed the following sanction:
 - Permanent Revocation; and

- Assess a \$500.00 fine (due within 90 days of State Board Order)
1. This order shall remain permanently in Educator Fulmer'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