

# THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:  
DENNIS KEITH SANDERS  
SEPTEMBER 12, 2024**

**PLSB CASE NO. 24-205**

## **FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on September 12, 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 Dennis Keith Sanders (“Educator Sanders”). Based upon Educator Sanders’ 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 Sanders an ALT-EPP Provisional teaching license on August 8, 2022, valid until July 31, 2025.
- b) The Ethics Subcommittee received an allegation that Educator Sanders 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 April 5, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Sanders 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 Sanders was notified on April 8, 2024, of the Ethics Subcommittee's authorization to investigate this allegation.
- e) After considering the investigator's report and evidence on August 2, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Sanders:
- Inappropriate interaction with student(s).
  - Physical contact 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 3 years.
  - (2) Assess a \$400.00 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
    - (b) Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 13: 9780470500163
    - (c) ERC23007: Code of Ethics Part Four: Professional Responsibilities (1 Credit Hour)

- (d) ERC23012: Code of Ethics Part Nine: Professional Responsibilities II (1 Credit Hour)
  - (e) ERC23010: Code of Ethics Part Seven: An Educator's Influence (1 Credit Hour)
  - (f) Care Courses.com Child Abuse and Neglect
- (4) Educator to provide written reflection on each training/book regarding how the educator will improve his interactions with students in the future. Due to the PLSB for approval 30 days prior to the end of suspension for suspension removal;
- (5) Quarterly reports from the educator's supervisor regarding the educator's interactions with students during the duration of the probation; and
- (6) Require Educator to pay all associated costs.
- g) On August 2, 2024, Educator Sanders was notified of the Ethics Subcommittee's initial determination and recommendation by secure email. Educator Sanders failed to respond to the Ethics Subcommittee's recommendation thereby waiving his right to any further notice, hearing, or any other rights he 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 Dennis Sanders for his violation of the Code of Ethics.

- b) Educator Sanders is cautioned that his non-payment of the assessed fine of \$400.00 may result in the continued suspension of his license until the fine is paid in full.
- c) Educator Sanders 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 his license.
- d) This order shall remain permanently in Educator Sanders' professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



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Dr. Sarah Moore, Chair  
Arkansas State Board of Education