

# THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:  
HEATHER ASHLEY SLATER  
OCTOBER 10, 2024**

**PLSB CASE NO. 24-211**

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

At its regular meeting on October 10, 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 Heather Ashley Slater (“Educator Slater”). Based upon Educator Slater’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 Slater a standard teaching license on January 1, 2023, valid until December 31, 2027.
- b. The Ethics Subcommittee received an allegation that Educator Slater 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 Slater 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; and Standard 3: an educator honestly fulfills reporting obligations associated with professional practices.*

- d. Educator Slater 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 September 6, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 2 and 3 in that Educator Slater:
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
  - Failure to report.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
  - (1) Permanent Revocation; and
  - (2) Assess a \$500.00 fine (due within 90 days of the State Board Order).
- g. On September 10, 2024, Educator Slater's attorney was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Slater 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 Heather Slater for her violation of the Code of Ethics.

- b. This order shall remain permanently in Educator Slater's 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