

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
NOVEMBER 12, 2015**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER
IN RE NANCY ANN STILLMAN, PLSB CASE NO. 15-121**

At its regular meeting on November 12, 2015, 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 Nancy Ann Stillman (“Educator Stillman”). Based upon Educator Stillman’s failure to respond to the Ethics Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedures 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 Stillman a standard five-year license on January 1, 2013, valid until December 31, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Stillman violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (“Code of Ethics”) promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On April 3, 2015, the Ethics Subcommittee authorized an investigation into allegations that Educator Stillman violated Standards 1 and 2: 1. An educator maintains a professional relationship with each student, both in and outside the classroom. 2. An educator maintains competence regarding his or her professional practice inclusive of skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.

- d. On April 13, 2015, Educator Stillman was notified of the Ethics Subcommittee's authorization to investigate these allegations.
- e. On September 4, 2015, after considering the investigator's report and evidence, the Ethics Subcommittee unanimously found reasonable belief that Educator Stillman violated Standards 1 and 2 when she:
 - While in the classroom, called a doctor's office and indicated she was in a classroom and was a threat to the students in the room.

The Ethics Subcommittee recommended that the Board issue Educator Stillman a written reprimand, assess a fine of \$50, and require a letter from a licensed counselor stating that she is fit to return to the classroom.

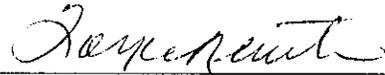
- f. On September 15, 2015, Educator Stillman, through her attorney, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. Neither Educator Stillman, nor her attorney, responded to the recommendation and she did not request a hearing, thereby waiving her right to any further notice, hearing, or any other rights she might 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 and pursuant to Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428, and 25-15-201 et seq., and the Code of Ethics, the Board adopts the Ethics Subcommittee's recommendation.

- b. Accordingly, the Board admonishes Educator Stillman for her violation of the Code of Ethics, issues a written reprimand, assesses a fine of \$50, and requires a letter from a licensed counselor stating that she is fit to return to the classroom.
- c. Educator Stillman 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 for two (2) years in Educator Stillman's professional licensure file, but shall remain permanently in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Toyce Newton, Chair
Arkansas State Board of Education