

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
EVELYN ELIZABETH JAMES
FEBRUARY 13, 2025**

PLSB CASE NO. 24-129

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on February 13, 2025, the Arkansas State Board of Education reviewed the findings of the Professional Licensure Standards Board Ethics Hearing Subcommittee (Hearing Subcommittee) for disciplinary action against the teaching license of Evelyn Elizabeth James (“Educator James”). Based upon 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 October 30, 2024, an evidentiary hearing was held at the request of Educator James. Educator James failed to appear for the hearing.
- b. After a review of the evidence, the Hearing Subcommittee found, based on a preponderance of the evidence, that Educator James violated Standards, 1 and 2 of the Code of Ethics for Arkansas Educators, and recommended a Suspension of License for 1 year followed by a Probation of License for 1 year, reading and training, written reflections, quarterly reports from educator’s supervisor regarding how her interactions with students are improving, and pay a fine of \$250.00.
- c. Educator James rejected the recommendation and asked the Board to review the case.
- d. On February 13, 2025, Educator James appeared before the Board.
- e. The educator and the PLSB presented oral arguments to the Board.

- f. 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.
- g. The Board found that Educator James:
- Violated Standards 1 and 2
- h. The Board found that Educator James:
- Made multiple inappropriate comments to the students during instructional time.
 - Was disciplined for inappropriate physical contact with a student.
 - The educator publicly engaged in an argument with a student's parent on social media.
 - The educator violated FERPA by disclosing student protected educational records on a public platform.
- i. The Board imposed the following sanction:
- Suspension of License for 1 year followed by a Probation of License for 1 year;
 - Assess a \$250.00 fine (due within 90 days of State Board Order);
 - 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: The Power Paradox: How We Gain and Lose Influence (208p)

Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293

(d) Title: What Great Teachers Do Differently: 17 Things that Matter Most

2nd Edition Author: Todd Whitaker ISBN 10: 9781596671997 ISBN 13:
978-1596671997

- Written reflections on each training/book regarding how they will affect her future interactions and communication with students. Due to the PLSB for approval within 30 days prior to the end of suspension for suspension removal;
 - Quarterly reports while on probation from the educator's supervisor regarding how her interactions and communication with students is progressing; and
 - Require Educator to pay all associated costs.
- j. Educator James is cautioned that her non-payment of the assessed fine of \$250.00 may result in the continued suspension of her license until the fine is paid in full.
- k. Educator James 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.
- l. This order shall remain permanently in Educator James' professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Kathy Rollins, Vice-Chair
Arkansas State Board of Education