

SETTLEMENT AGREEMENT BETWEEN MISSOURI BOARD OF COSMETOLOGY AND  
BARBER EXAMINERS AND PEACOCK BARBER SHOP LESTER FREDERICK, III, OWNER

Come now Peacock Barber Shop, Lester Frederick, III, Owner (collectively, "Licensee") and the Missouri Board of Cosmetology and Barber Examiners ("Board") and enter into this settlement agreement for the purpose of resolving the question of whether Licensee's barber operator license will be subject to discipline.

Pursuant to the terms of § 536.060, RSMo 2000, the parties hereto waive the right to a hearing by the Administrative Hearing Commission of the State of Missouri ("AHC") regarding cause to discipline the Licensee's licenses, and, additionally, the right to a disciplinary hearing before the Board under § 621.110, RSMo 2000.

Licensee acknowledges that he understands the various rights and privileges afforded him by law, including the right to a hearing of the charges against him; the right to appear and be represented by legal counsel; the right to have all charges against him proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing at the hearing against him; the right to present evidence on his own behalf at the hearing; the right to a decision upon the record by a fair and impartial administrative hearing commissioner concerning the charges pending against him and, subsequently, the right to a disciplinary hearing before the Board at which time he may present evidence in mitigation of discipline; and the right to recover attorney's fees incurred in defending this action against his license. Being aware of these rights provided her by operation of law, Licensee knowingly and voluntarily waives each and every one of these rights and freely enters into this settlement agreement and agrees to abide by the terms of this document, as they pertain to him.

Licensee acknowledges that he has received a copy of the inspection reports and other documents relied upon by the Board in determining there was cause to discipline his licenses, along with citations to law and/or regulations the Board believes was violated.

For the purpose of settling this dispute, Licensee stipulates that the factual allegations contained in this settlement agreement are true and stipulates with the Board that Licensee's

RECEIVED

JUL 25 2011

Missouri Board of Cosmetology  
& Barber Examiners

barber operator license, numbered 2006010392 is subject to disciplinary action by the Board in accordance with the provisions of Chapter 621, Cum. Supp. 2010 and Chapters 328 and 329, RSMo.

Joint Stipulation of Fact and Conclusions of Law

1. The Missouri Board of Cosmetology and Barber Examiners ("Board") is an agency of the State of Missouri created and established pursuant to § 329.015, RSMo 2000, for the purpose of executing and enforcing the provisions of Chapters 328 and 329, RSMo.

2. Licensee does not have a current or valid barber establishment license with the Board for Peacock Barber Shop. Peacock Barber Shop is located at 2309 E. 12<sup>th</sup> Street, Kansas City, Missouri 64127. *No! mine.*

3. Licensee holds a barber license issued by the Board License No. 2006010392. Licensee's Missouri barber license was at all times relevant herein, and is now, current and active.

4. On or about May 25, 2010, the Board conducted a routine inspection of Peacock Barber Shop. The inspection noted the following violation: unlicensed rental establishment in operation in violation of Chapter 328.115 and 20 CSR 2085-10.010. A violation notice was sent to Licensee on June 16, 2010.

5. On or about June 29, 2010, the Board conducted a follow up inspection of Peacock Barber Shop. The inspection noted the following violation: unlicensed rental establishment in operation in violation of Chapter 328.115 and 20 CSR 2085-10.010.

6. On or about September 8, 2010, the Board conducted an inspection of Peacock Barber Shop. The inspection noted the following violation: unlicensed rental establishment in operation in violation of Chapter 328.115 and 20 CSR 2085-10.010. A violation notice was sent to Licensee on September 23, 2010.

7. On or about November 18, 2010, the Board conducted an inspection of Peacock Barber Shop. The inspection noted the following violation: unlicensed rental establishment in

**RECEIVED**  
JUL 25 2011  
Missouri Board of Cosmetology  
& Barber Examiners

operation in violation of Chapter 328.115 and 20 CSR 2085-10.010. A violation notice was sent to Licensee on September 23, 2010.

8. Section 328.115 RSMO states, in relevant part:

1. The owner of every establishment in which the occupation of barbering is practiced shall obtain a license for such establishment issued by the board before barbering is practiced therein. A new license shall be obtained for a barber establishment within forty-five days when the establishment changes ownership or location. The state inspector shall inspect the sanitary condition required for licensure, established under subsection 2 of this section, for an establishment that has changed ownership or location without requiring the owner to close business or deviate in any way from the establishment's regular hours of operation.

9. Regulation 20 CSR 2085-10.010 states, in relevant part:

(1) (C) No establishment shall open in Missouri until the board receives a completed application, on a form supplied by the board, the biennial establishment fee is paid, the establishment passes a board inspection, and the application is approved by the board. If an establishment opens for business before the board issues the original establishment license, a delinquent fee shall be assessed in addition to all other required licensure fees, and the board may take legal action pursuant to Chapter 328 and/or 329, RSMo.

10. As a result of the violations, as described above in paragraphs 4 through 7,

Licensee violated chapter 328, RSMo and lawful regulations adopted pursuant to chapter 328, RSMo as described above in paragraphs 8 through 9 for which the Board has cause to take disciplinary action against Licensee's license.

11. Cause exists for the Board to take disciplinary action against Licensee's barber license under § 328.150.2(6), (7) and (13) RSMo, which states in pertinent part:

The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit or license required by this chapter or any person who has failed to renew or has

RECEIVED

JUL 25 2011

Missouri Board of Cosmetology  
& Barber Examiners

surrendered the person's certificate of registration or authority, permit or license for any one or any combination of the following causes:

...

(6) Violation of, or assisting or enabling any person to violate, any provision of this chapter, or of any lawful rule or regulation adopted pursuant to this chapter;

(7) Impersonation of any person holding a certificate of registration or authority, permit or license . . . ;

...

(13) Violation of any professional trust or confidence[.]

Joint Agreed Disciplinary Order

Based upon the foregoing, the parties mutually agree and stipulate that the following shall constitute the disciplinary order entered by the Board in this matter under the authority of § 621.045.3, RSMo 2000:

1. The terms of discipline shall include that the Licensee's barber operator license, license number 2006010392, be placed on PROBATION for a period of three (3) years ("disciplinary period"). During Licensee's probation, Licensee shall be entitled to offer and engage in the practice of barbering under Chapter 328, RSMo, provided he adheres to all of the terms of his Settlement Agreement.

I. SPECIFIC REQUIREMENTS

- A. Licensee shall not offer to provide or provide barber services unless and until Licensee obtains a barber establishment license from the Board pursuant to Chapter 328, RSMo and pays all required licensing fees including any delinquency fees. *yes*
- B. Licensee shall employ only individuals licensed by the Board pursuant to Chapter 328 or 329, RSMo. All employees not currently holding a license shall obtain an operator license from the Board within thirty (30) days of the execution of this Agreement. *yes*

RECEIVED

JUL 25 2011

**BEFORE THE MISSOURI  
STATE BOARD OF COSMETOLOGY AND BARBER EXAMINERS**

STATE BOARD OF COSMETOLOGY	)	
AND BARBER EXAMINERS,	)	
	)	
	)	Petitioner,
	)	
v.	)	Case No. 12-0002CB
	)	
LESTER FREDERICK,	)	
d/b/a A Cut Above the Rest,	)	
	)	Respondent.

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

At its regularly scheduled meetings on July 30, 2012 and September 24, 2012, and pursuant to notice described in the Findings of Fact, the Missouri State Board of Cosmetology and Barber Examiners ("Board") took up the probation violation complaint alleging that Lester Frederick, d/b/a A Cut Above the Rest ("Frederick") failed to comply with the terms of its probation of his barber operator license.

The board appeared at both the July 30, 2012 and September 24, 2012 hearings through its attorney Tina Crow Halcomb.

Frederick did not appear individually or by counsel at either the July 30, 2012 or September 24, 2012 hearings. The Board received correspondence from Frederick requesting a subsequent hearing date due to another court date in Kansas City. However, counsel for the Board did not receive a copy of the letter. Accordingly, no continuance was granted. At the July 30, 2012 hearing, the Board elected to leave the record open and set the hearing for the September 24, 2012 meeting to allow Frederick to be present and offer any evidence. Despite adequate notice, Frederick did not appear.

Division of Professional Registration Chief Legal Counsel Earl Kraus was present at the July 30, 2012 hearing.

Division of Professional Registration Legal Counsel Sarah Ledgerwood served as the board's legal advisor at the September 24, 2012 hearing, during deliberations, and in the preparation of this order.

**Findings of Fact**

1. The Missouri State Board of Cosmetology and Barber Examiners (Board) is an agency of the State of Missouri created and existing pursuant to § 329.015, RSMo, for the purpose of executing and enforcing the provisions of Chapters 328 and 329, RSMo.

2. Frederick is a natural person, whose address of record with the Board is 903 Propsect Avenue, Kansas City, Missouri, 64127.

3. Frederick holds a probationary barber license, licensed number 2006010392, issued by the Board on August 23, 2011.

4. Frederick does not hold a barber establishment license for A Cut Above the Rest.

5. Frederick owns and operates a barber establishment, A Cut Above the Rest, located at 903 Prospect Avenue, Kansas City, Missouri 64127.

6. The Board issued Frederick a probationary barber operator license on August 23, 2011. The Board issued Frederick's barber license on probation because Frederick had been performing barber services at Peacock Barber Shop without holding a barber establishment license for the location. The Board issued the license subject to three years probation.

7. During the probationary period of the probationary license order ("August 2011 Order"), Frederick was entitled to continue operating as a barber pursuant to Chapter 328, RSMo, provided that he adheres to all the terms and conditions of the probationary license order.

8. The August 2011 Order required Frederick to comply with all provisions of Chapter 328, RSMo, all applicable board regulations, all applicable federal and state drug laws, rules and regulations, and all applicable federal and state criminal laws.

9. On or about February 2, 2012, the Board's inspector conducted an inspection of A Cut Above the Rest. The Board's inspector found A Cut Above the Rest to be open and operating without a current and valid establishment license in violation of § 328.115, RSMo, and 20 CSR 2085-10.010(1)(c). Frederick was present during the inspection.

10. Additionally, the February 2, 2012 inspection revealed no liquid styptic/antiseptic available as required by regulation 20 CSR 2085-11.010.

11. The Board sent Frederick a violation notice on February 28, 2012, informing Frederick of the violations resulting from the February 2, 2012 inspection and advising him as to how to come into compliance with the Board's statutes and regulations.

12. On or about March 20, 2012, the Board's inspector conducted an inspection of A Cut Above the Rest. The Board's inspector found A Cut Above the Rest to be open and operating without a current and valid establishment license in violation of § 328.115, RSMo, and 20 CSR 2085-10.010(1)(c). Frederick was present during the inspection.

13. Frederick applied for a barber establishment license which the Board rejected on or about February 29, 2012 due to use of a fictitious name. The Board issued Frederick a barber establishment license for A Cut Above the Rest on June 21, 2012. Frederick's establishment license is current and valid.

#### **Conclusions of Law**

14. The Committee has jurisdiction in this proceeding, pursuant to the August 2011 Order and § 324.042, RSMo, to determine whether Frederick violated the terms and conditions of the August 23, 2011 probationary license order for his barber license.

15. Section 324.042, RSMo, provides:

Any board, commission, or committee within the division of professional registration may impose additional discipline when it finds after hearing that a licensee, registrant, or permittee has violated any disciplinary terms previously imposed or agreed to pursuant to settlement. The board, commission, or committee may impose as additional discipline, any discipline it would be authorized to impose in an initial disciplinary hearing.

16. Frederick violated the terms of discipline set forth in the August 2011 Order, as described in the Findings of Fact of this Order.

17. The August 23, 2011 Order and § 324.042, RSMo, allow the Board to take such disciplinary action that the Board deems appropriate for failure to comply with the terms of August 2011 Order as described in the Findings of Fact of this Order.

**Decision and Order**

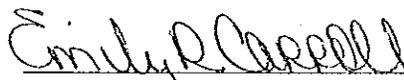
18. It is the decision of the Missouri State Board of Cosmetology and Barber Examiners that Frederick violated the terms of the August 23, 2011 Order, and that his barber license is, therefore, subject to further disciplinary action.

19. The Missouri State Board of Cosmetology and Barber Examiners orders that the barber license for Lester Frederick, number 2006010392, be and is hereby **REVOKED**. Respondent shall immediately return all indicia of licensure to the Board.

20. The Board will maintain this Order as an open and public record of the Board as provided in Chapters 329, 610, and 324, RSMo.

**SO ORDERED, EFFECTIVE THIS 11 DAY OF OCTOBER, 2012.**

MISSOURI STATE BOARD OF COSMETOLOGY  
AND BARBER EXAMINERS

  
\_\_\_\_\_  
Emily Carroll, Executive Director

II. GENERAL REQUIREMENTS

- A. Licensee shall meet with the Board or its representatives at such times and places as required by the Board after notification of a required meeting. *yes*
- B. Licensee shall submit reports to the Missouri Board of Cosmetology and Barber Examiners, Post Office Box 1062, Jefferson City, Missouri 65102, stating truthfully whether he has complied with all the terms and conditions of this Settlement Agreement by no later than January 1 and July 1 during each year of the disciplinary period. The first report shall be due July 1, 2011. *yes*
- C. Licensee shall keep the Board apprised of his current home and work addresses and telephone numbers. Licensee shall inform the Board within ten days of any change of home or work address and home or work telephone number. *yes*
- D. Licensee shall comply with all provisions of the Chapters 328 and 329, RSMo; all applicable federal and state drug laws, rules, and regulations; and all federal and state criminal laws. "State" here includes the state of Missouri and all other states and territories of the United States. *yes*
- E. During the disciplinary period, Licensee shall timely renew his license(s) and timely pay all fees required for licensing and comply with all other board requirements necessary to maintain Licensee's licenses in a current and active state. *yes*
- F. If at any time during the disciplinary period, Licensee removes himself from the state of Missouri, ceases to be currently licensed under provisions of Chapters 328 and 329, or fails to advise the Board of his current place of business and residence, the time of his absence, unlicensed status, or unknown whereabouts shall not be deemed or taken as any part of the time of discipline so imposed in accordance with § 328.150.3, RSMo. *yes*
- G. During the disciplinary period, Licensee shall accept and comply with unannounced visits from the Board's representatives to monitor his compliance with the terms and conditions of this Settlement Agreement. *yes*
- H. If Licensee fails to comply with the terms of this Settlement Agreement, in any respect, the Board may impose such additional or other discipline that it deems appropriate, (including imposition of the revocation). *yes*
- I. This Settlement Agreement does not bind the Board or restrict the remedies available to it concerning any other violation of Chapters 328 and 329, RSMo, by Licensee not specifically mentioned in this document.

2. The parties to this Agreement understand that the Missouri Board of Cosmetology and Barber Examiners will maintain this Agreement as an open record of the Board as provided in Chapters 328, 329, 610, and 324, RSMo.

3. The terms of this settlement agreement are contractual, legally enforceable, and binding, not merely recital. Except as otherwise provided herein, neither this settlement agreement nor any of its provisions may be changed, waived, discharged, or terminated, except

RECEIVED

by an instrument in writing, signed by the party against whom the enforcement of the change, waiver, discharge, or termination is sought. <sup>???</sup>

4. Licensee, together with his heirs and assigns, and his attorneys, do hereby waive, release, acquit and forever discharge the Board, its respective members and any of its employees, agents, or attorneys, including any former Board members, employees, agents, and attorneys, of, or from, any liability, claim, actions, causes of action, fees, costs and expenses, and compensation, including but not limited to, any claims for attorney's fees and expenses, including any claims pursuant to § 536.087, RSMo, or any claim arising under 42 U.S.C. § 1983, which may be based upon, arise out of, or relate to any of the matters raised in this case, its settlement, or from the negotiation or execution of this settlement agreement. The parties acknowledge that this paragraph is severable from the remaining portions of this settlement agreement in that it survives in perpetuity even in the event that any court of law deems this settlement agreement or any portion thereof to be void or unenforceable.

5. If no contested case has been filed against Licensee, Licensee has the right, either at the time the settlement agreement is signed by all parties or within fifteen days thereafter, to submit the agreement to the Administrative Hearing Commission for determination that the facts agreed to by the parties to the settlement agreement constitute grounds for denying or disciplining the license of the licensee. If Licensee desires the Administrative Hearing Commission to review this Agreement, Licensee may submit this request to: Administrative Hearing Commission, Truman State Office Building, Room 640, 301 W. High Street, P.O. Box 1557, Jefferson City, Missouri 65101.

6. If Licensee has requested review, Licensee and Board jointly request that the Administrative Hearing Commission determine whether the facts set forth herein are grounds for disciplining Licensee's license and issue findings of act and conclusions of law stating that the facts agreed to by the parties are grounds for disciplining Licensee's license. Effective the date

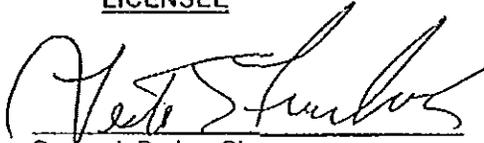
RECEIVED

JUL 25 2011

Missouri Board of Cosmetology  
& Barber Examiners

the Administrative Hearing Commission determines that the agreement sets forth cause for disciplining Licensee's license, the agreed upon discipline set forth herein shall go into effect.

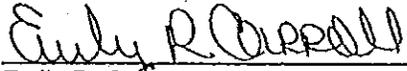
LICENSEE



Peacock Barber Shop  
Lester Frederick, III, Owner

Date 7-19-11

BOARD



Emily R. Carroll,  
Executive Director  
Missouri Board of Cosmetology and  
Barber Examiners

Date 8/8/2011

RECEIVED

JUL 25 2011

Missouri Board of Cosmetology  
& Barber Examiners