

**SETTLEMENT AGREEMENT BETWEEN MISSOURI BOARD OF COSMETOLOGY AND BARBER EXAMINERS AND ERICKA BRADFORD**

Come now Ericka Bradford ("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 "Class CA-hairdressing and manicuring" license will be subject to discipline.

Pursuant to the terms of § 536.060, RSMo,<sup>1</sup> 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 license, and, additionally, the right to a disciplinary hearing before the Board under § 621.110, RSMo.

Licensee acknowledges that Licensee understands the various rights and privileges afforded Licensee by law, including the right to a hearing of the charges against Licensee; the right to appear and be represented by legal counsel; the right to have all charges against Licensee proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing at the hearing against Licensee; the right to present evidence on Licensee's 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 Licensee and, subsequently, the right to a disciplinary hearing before the Board at which time Licensee may present evidence in mitigation of discipline; and the right to recover attorney's fees incurred in defending this action against Licensee's license. Being aware of these rights provided Licensee 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 Licensee.

Licensee acknowledges that Licensee has received a copy of the inspection reports and other documents relied upon by the Board in determining there was cause to discipline Licensee's license, 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 "Class CA-hairdressing and

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<sup>1</sup> All statutory references are to Missouri Revised Statutes, as amended, unless otherwise indicated.



manicuring" license, numbered 111263 is subject to disciplinary action by the Board in accordance with the provisions of Chapters 621 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, for the purpose of executing and enforcing the provisions of Chapters 328 and 329, RSMo.

2. Licensee holds a "Class CA-hairdressing and manicuring" license, license number 111263. The Board originally issued Licensee's "Class CA-hairdressing and manicuring" license on September 8, 1997. Licensee's "Class CA-hairdressing and manicuring" license was last renewed on July 13, 2023, and has an expiration date of September 30, 2025.

3. Licensee is the owner of an unlicensed establishment, due to non-renewal, located at 6528 Raytown Road, Suite E, Raytown, Missouri 64133. License number 2021008943 had an expiration date of September 30, 2023.

4. On or about November 14, 2023, the Board's inspector conducted an inspection at Licensee's establishment. The shop was open for business at the time of inspection and Licensee was not present. Manicurist Renee Garrison consented to the signing of the Inspection Report. The following violations were noted during the Board's inspection: the establishment license was expired, due to non-renewal, a violation of 20 CSR 2085-10.010(4)(B), and Licensee's expired establishment license was posted, violations of 20 CSR 2085-10.060(1). On or about December 18, 2023, the Board sent Licensee a violation notice regarding the November 14, 2023 inspection violations.

5. On or about January 23, 2024, the Board's inspector conducted an inspection at Licensee's establishment. The shop was open for business at the time of inspection and Licensee was not present. Manicurist Renee Garrison consented to the signing of the Inspection Report. The following violations were noted during the Board's inspection: the establishment license was expired, due to non-renewal, a violation of 20 CSR 2085-10.010(4)(B), and Licensee's expired establishment license was posted, violations of 20 CSR

2085-10.060(1). On or about January 31, 2024, the Board sent Licensee a violation notice regarding the January 23, 2024 inspection violations.

6. On or about March 6, 2024, the Board's inspector conducted an inspection at Licensee's establishment. The shop was open for business at the time of inspection and Licensee was present and consented to the signing of the Inspection Report. The following violations were noted during the Board's inspection: the establishment license was expired, due to non-renewal, a violation of 20 CSR 2085-10.010(4)(B), and Licensee's expired establishment license was posted, violations of 20 CSR 2085-10.060(1).

On or about April 4, 2024, the Board sent Licensee a violation notice regarding the March 6, 2024 inspection violations.

7. Section 329.030, RSMo, states:

It is unlawful for any person in this state to engage in the occupation of cosmetology or to operate an establishment or school of cosmetology, unless such person has first obtained a license as provided by this chapter.

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

(4) Renewals and Reinstatements.

(B) Reinstatement of License. The holder(s) of an establishment license which has not been renewed by the renewal date shall be required to submit a late fee in addition to the biennial renewal fee in order to reinstate the license. The holder(s) of the establishment license who continues to operate although the license has not been renewed shall be subject to disciplinary action for operating an unlicensed establishment if the establishment license is not reinstated within fourteen (14) days following the mailing of a notice to the holder(s) or sixty (60) days from the renewal deadline, whichever is later, for operating an establishment without a license.

9. Regulation 20 CSR 2085-10.060 states, in relevant part:

(1) Pursuant to Chapters 328 and 329, RSMo, no barber or cosmetology establishment owner, manager, or proprietor shall permit any person who does not hold a current Missouri barber or cosmetology license to practice as a barber or cosmetologist in the establishment. No license or permit issued by the board shall be posted in a licensed establishment unless the license or permit is current and active, and the licensee or permit holder is an employee of the establishment or holds a current and active renter establishment license issued by the board.

10. As a result of the violations, as described above in paragraphs 3 through 6 Licensee violated Chapter 329, RSMo, and lawful regulations adopted pursuant to Chapter 329, RSMo, as described above in paragraphs 7 through 9, for which the Board has cause to take disciplinary action against Licensee's "Class CA-hairdressing and manicuring" license.

11. Cause exists for the Board to take disciplinary action against Licensee's "Class CA-hairdressing and manicuring" license under § 329.140.2(6) and (12), 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 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;

...

(12) Failure to display a valid certificate or license if so required by this chapter or any rule promulgated hereunder[.]

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, RSMo:

12. The terms of discipline shall include that Licensee's "Class CA-hairdressing and manicuring" license, license number 111263, be placed on **PROBATION** for a period of three (3) years. During Licensee's probation, Licensee shall be entitled to offer and engage in the practice of cosmetology under Chapter 329, RSMo, provided the Licensee adhere to all of the terms of this Settlement Agreement.

I. SPECIFIC REQUIREMENTS

A. Licensee shall obtain an establishment license within thirty (30) days of the effective date of this Settlement Agreement and come into compliance with the laws cited above.

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.
- B. Licensee shall keep the Board apprised of Licensee's current home and work addresses, telephone numbers and email address(es). Licensee shall inform the Board within ten days of any change of home or work address and home or work telephone number.
- C. Licensee shall comply with all provisions of Chapter 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.
- D. During the disciplinary period, Licensee shall timely renew Licensee's license and timely pay all fees required for licensing and comply with all other board requirements necessary to maintain Licensee's license in a current and active state.
- E. If at any time during the disciplinary period, Licensee moves from the state of Missouri, ceases to be currently licensed under provisions of Chapter 329, RSMo, or fails to advise the Board of her current place of business and residence, the time of her 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 § 329.140, RSMo.

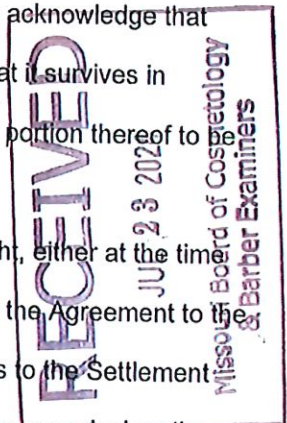
- F. During the disciplinary period, Licensee shall accept and comply with unannounced visits from the Board's representatives to monitor his compliance with the terms and conditions of this Settlement Agreement.
- G. If Licensee fails to comply with the terms of this Settlement Agreement, in any respect, the Board may impose such additional or other discipline that it deems appropriate, (including imposition of the revocation).
- H. This Settlement Agreement does not bind the Board or restrict the remedies available to it concerning any other violation of Chapter 329, RSMo, by Licensee not specifically mentioned in this document.

13. 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 329, 610 and 324, RSMo.

14. 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 by an instrument in writing signed by the party against whom the enforcement of the change, waiver, discharge, or termination is sought.

15. Licensee, together with Licensee's heirs and assigns, and 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.

16. 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 licenses of the licensee. If Licensee desires the



Administrative Hearing Commission to review this Agreement, Licensee may submit this request to:

**Administrative Hearing Commission, United States Post Office Building, 131 W. High Street, P.O. Box 1557, Jefferson City, Missouri 65102-1557.**

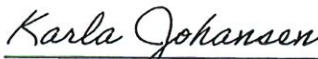
17. If Licensee has requested review, Licensee and Board jointly request that the Administrative Hearing Commission determine whether the facts set forth herein are grounds for disciplining Licensee's license and issue findings of fact and conclusions of law stating that the facts agreed to by the parties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

  
Ericka Bradford

Date July 15, 2024

BOARD

  
Karla Johansen, Executive Director  
Missouri Board of Cosmetology and Barber Examiners

Date 7/24/24