

**SETTLEMENT AGREEMENT BETWEEN MISSOURI BOARD OF COSMETOLOGY  
AND BARBER EXAMINERS AND SWEETHEAD NATURALS INSTITUTE AND LAWANDA BROOKS**

Come now LaWanda Brooks ("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", "Cosmetology Instructor" and "School of Cosmetology" licenses 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 licenses, along with citations to law and/or regulations the Board believes was violated.

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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 manicuring" license, number 2005036410, "Cosmetology Instructor" license, number 2022045567, and School

<sup>1</sup> All statutory references are to Missouri Revised Statutes 2000, as amended, unless otherwise indicated.

of Cosmetology license, number 2022043771, are 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 2005036410. The Board originally issued Licensee's "Class CA-hairdressing and manicuring" license on November 7, 2005. Licensee's "Class CA-hairdressing and manicuring" license has an expiration date September 30, 2025.

3. Licensee holds a "Cosmetology Instructor" license, numbered 2022045567. The Board originally issued Licensee's "Cosmetology Instructor" license on November 16, 2022. This license had an expiration date of September 30, 2023, and is currently on "CRR-Hold" status.

4. Licensee holds a "School of Cosmetology" license, numbered 2022043771, for *SweetHead Naturals Institute*, located at 7800 Groby, St. Louis, Missouri 63130. The Board originally issued Licensee's "School of Cosmetology" license on November 2, 2022. This license has an expiration date of September 30, 2025.

5. On or about October 25, 2023, the Board's inspector conducted a routine inspection of *SweetHead Naturals Institute*, located at the 7800 Groby, St. Louis, Missouri 63130. Licensee was present at the time of the inspection and the school was open. Licensee was found to be instructing with an expired instructor license at the time of the inspection, in violation of 20 CSR 2085-12.040(1). On or about November 22, 2023, the Board sent Licensee a violation notice regarding the October 25, 2023 inspection.

6. On or about January 12, 2024, the Board's inspector conducted a routine inspection of *SweetHead Naturals Institute*, located at the 7800 Groby, St. Louis, Missouri 63130. Licensee was present at the time of the inspection and the school was open. Licensee was found to be instructing with an expired instructor license at the time of the inspection, in violation of 20 CSR 2085-12.040(1). On or about January 29, 2024, the Board sent Licensee a violation notice regarding the January 12, 2024, inspection.

7. On or about March 7, 2024, the Board's inspector conducted a routine inspection of *SweetHead Naturals Institute*, located at the 7800 Groby, St. Louis, Missouri 63130. Licensee was not present at the time of

the inspection, but the school was open. Natalie Harrison was found to be instructing with an expired instructor license at the time of the inspection, in violation of 20 CSR 2085-12.040(1). On or about March 22, 2024, the Board sent Licensee a violation notice regarding the March 7, 2024, inspection.

8. On or about April 24, 2024, the Board's inspector conducted a routine inspection of *SweetHead Naturals Institute*, located at the 7800 Groby, St. Louis, Missouri 63130. Licensee was not present at the time of the inspection, but the school was open. Natalie Harrison was found to be instructing with an expired instructor license at the time of the inspection, in violation of 20 CSR 2085-12.040(1). On or about May 3, 2024, the Board sent Licensee a violation notice regarding the April 24, 2024, inspection.

9. Regulation 20 CSR 2085-12.040 states, in relevant part:

(1) The holder(s) of the cosmetology school license shall employ and have present during regular school hours a competent licensed instructor for every twenty-five (25) students in attendance for a given class period.

10. As a result of the violations, as described above in paragraphs 3 through 8, Licensee violated Chapter 329, RSMo, and lawful regulations adopted pursuant to Chapter 329, RSMo, as described above in paragraph 9 for which the Board has cause to take disciplinary action against Licensee's "Class CA-hairdressing and manicuring" license, "Cosmetology Instructor" license.

11. Cause exists for the Board to take disciplinary action against Licensee's "Class CA-hairdressing and manicuring" license "Cosmetology Instructor" license and "School of Cosmetology" 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;

...

(10) Assisting or enabling any person to practice or offer to practice any profession licensed or regulated by this chapter who is not licensed and currently eligible to practice under this chapter[.]

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Joint Agreed Disciplinary Order

Missouri Board of Cosmetology & Barber Examiners

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" number 2005036410, "Cosmetology Instructor" license, number 2022045567, and "School of Cosmetology" license, number 2022043771, 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, instruct at and operate a school 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 instructor license within thirty-(30) days of the effective date of this Order.

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 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.
- 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 licenses 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.
- 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 Licensee's current place of business and residence, the time of Licensee's 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.**


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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 licenses and issue findings of fact and conclusions of law stating that the facts agreed to by the parties are grounds for disciplining Licensee's licenses. Effective the date the Administrative Hearing Commission

determines that the Agreement sets forth cause for disciplining Licensee's licenses, the agreed upon discipline set forth herein shall go into effect.

LICENSEE

  
LaWanda Brooks

Date 8/23/2024

BOARD

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

Date September 23, 2024