March 31, 2016

MEMORANDUM

TO: City and County Superintendents

FROM: Thomas R. Bice
State Superintendent of Education

SUBJECT: Report of Certificate Invalidations and Probations

The Alabama Code, Section 16-23-5(a)(1975), provides, in part, that "[t]he State Superintendent of Education may revoke any certificate issued under this chapter when the holder has been guilty of immoral conduct or unbecoming or indecent behavior." Additionally, under the Alabama Administrative Code, Rule 290-3-2-.34 (2011), the State Superintendent of Education has the authority to, among other things, "[r]evoke, refuse to issue, suspend, recall, non-renew, or impose any other condition or requirement authorized by this Rule upon a certificate for just cause." Also, the State Superintendent may suspend the certificate or license of a teacher when, after a reasonable and diligent effort, a notice of proposed action could not be served upon the teacher, Alabama Administrative Code, Rule 290-3-2-.34(6) (2011).

The actions listed below were taken following my previous Report of Certificate Invalidations and Probations. The actions listed should not be construed to mean that for any given person, he or she was necessarily found guilty of any immoral conduct or unbecoming or indecent behavior. For details regarding the actions listed below, please contact the Office of Educator Certification.

NAME: BAILEY, DEEMMA RENE EASTON
TCH NUMBER: DEB-0033-1726
DATE OF ORDER/ACTION: FEBRUARY 9, 2016
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: CLEMENTS, STEPHEN JAMES
TCH NUMBER: SJC-0028-6675
DATE OF ORDER/ACTION: DECEMBER 17, 2015
ORDER/ACTION: SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 6/30/2015 THROUGH 7/31/2015
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 12/17/2015 THROUGH 12/16/2016
MUST MEET ALL TERMS:
COMPLETE TWO (2) ANGER MANAGEMENT COURSES
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
DAVIDSON, KIMBERLY ANN KLEIS
TCH NUMBER: KKD-0034-3317
DATE OF ORDER/ACTION: DECEMBER 17, 2015
MUST MEET ALL TERMS:
COMPLETE CLASSROOM MANAGEMENT TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

DAVIS, DONNA KAY PATE
TCH NUMBER: DPD-0079-9596
DATE OF ORDER/ACTION: JANUARY 5, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

DIXON, JOE WILEY
TCH NUMBER: JWD-0100-1216
DATE OF ORDER/ACTION: FEBRUARY 5, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

GRAY, LAWANYA JO
TCH NUMBER: LJG-0034-1819
DATE OF ORDER/ACTION: JANUARY 21, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

HANNAH, ASHLEY MARIE
TCH NUMBER: AMI-0109-2512
DATE OF ORDER/ACTION: JANUARY 6, 2016
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE

HARRISON, HOWARD ALBERT
TCH NUMBER: HAH-0029-7822
DATE OF ORDER/ACTION: JANUARY 20, 2016
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE, ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE, AND ALABAMA BUS DRIVER CERTIFICATE

HART, KRISTIN DENISE
TCH NUMBER: KDH-0040-0394
DATE OF ORDER/ACTION: DECEMBER 16, 2015
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

HOGAN, JACOB THOMAS
TCH NUMBER: JTH-0038-2562
DATE OF ORDER/ACTION: DECEMBER 6, 2015
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE A CLASS IN SCHOOL FINANCIAL OR FISCAL MANAGEMENT (ALABAMA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS WEBINAR: "FINANCIAL MANAGEMENT FOR LOCAL SCHOOLS")
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
NAME: HOLLAND, JR., JAMES NORRIS
TCH NUMBER: JNH-0091-4959
DATE OF ORDER/ACTION: FEBRUARY 1, 2016
MUST MEET ALL TERMS:
SUBMIT MENTAL HEALTH EVALUATIONS INCLUDING A LETTER FROM MENTAL HEALTH PROFESSIONAL INDICATING RESPONDENT IS FIT TO WORK IN A CLASSROOM
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE OR LICENSE

NAME: HUGHES, ANGELA ALANA
TCH NUMBER: AXI-0109-3083
DATE OF ORDER/ACTION: DECEMBER 8, 2015

NAME: LABOUNTY, COREY ARCHER
TCH NUMBER: CAL-0076-0331
DATE OF ORDER/ACTION: DECEMBER 21, 2015
PROBATION: ALABAMA SUBSTITUTE LICENSE FOR 18 MONTHS FROM DATE OF ISSUANCE
MUST MEET ALL TERMS:
COMPLETE TWO (2) CLASSROOM MANAGEMENT COURSES
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS LICENSE LETTER OF REPRIMAND

NAME: LANG-DIXON, DEBORAH ANNE
TCH NUMBER: DAL-0039-0723
DATE OF ORDER/ACTION: JANUARY 14, 2016
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE COURSES IN CLASSROOM MANAGEMENT AND TRAINING IN MANDATORY REPORTING (ONE OF EACH)
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
MUST MEET ALL TERMS:

OBTAIN A WRITTEN EVALUATION FROM DR. JOHN HANLEY, A LICENSED PSYCHOLOGIST, TO INDEPENDENTLY CONFIRM THE REPORT OF DR. ROBERT SCOTT HELLARD, THE RESPONDENT’S TREATING PSYCHIATRIST

IF DR. HANLEY DOES NOT CONFIRM THE ASSESSMENT OF DR. HELLARD, THEN THE SETTLEMENT WILL NO LONGER APPLY AND THE CASE MAY PROCEED TO AN ADMINISTRATIVE HEARING AND FINAL DECISION OR, ALTERNATIVELY, TO ANOTHER RESOLUTION BY SETTLEMENT

ASSUMING THAT DR. HANLEY AGREES WITH DR. HELLARD THE RESPONDENT’S MENTAL HEALTH WILL BE MONITORED ON AN ONGOING BASIS BY DR. HELLARD, WHO WILL BE REQUIRED TO SUBMIT QUARTERLY REPORTS FOR ONE (1) YEAR FROM THE DATE OF THE EXECUTED AGREEMENT TO CERTIFY THAT THE RESPONDENT IS FIT FOR DUTY AND THAT THE RESPONDENT IS FOLLOWING HIS AFTER-CARE PLAN IF THE RESPONDENT IS, AT ANY POINT, DETERMINED TO BE NOT FIT FOR DUTY, OR A DANGER TO HIMSELF OR OTHERS. BY DR. HELLARD, THEN THE RESPONDENT MUST IMMEDIATELY AND VOLUNTARILY TAKE A LEAVE OF ABSENCE FROM HIS PUBLIC SCHOOL EMPLOYMENT AND NOTIFY THE DEPARTMENT

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

MUST MEET ALL TERMS:

SUCCESSFULLY PASS SEVEN (7) DRUG TESTS AT A FACILITY PRE-APPROVED BY THE DEPARTMENT

MUST HAVE AN EVALUATION BY AN OFFICIAL AT A DRUG TREATMENT PROGRAM INDICATING THAT SHE DOES NOT HAVE AN ADDICTION PROBLEM

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY STATUS

MUST MEET ALL TERMS:

COMPLETE CRIMINAL CASE PROBATION

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY AGAINST HER LICENSE

LETTER OF REPRIMAND
MCADORY, VERNON LLWELLYN
VLM-0035-5237
JANUARY 28, 2016
SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 4/25/2013 THROUGH 1/1/2016
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 1/28/2015 THROUGH 1/27/2020
MUST MEET ALL TERMS:
UNDERGO DRUG TESTING AT HIS EXPENSE EVERY TWO (2) MONTHS
COMPLY WITH ALL TERMS OF THE CRIMINAL PROBATION, INCLUDING
ALCOHOLICS ANONYMOUS OR OTHER COMPARABLE SUBSTANCE
ABUSE COUNSELING
DURING THE PERIOD OF PROBATION, IF RESPONDENT IS
CONVICTED OF A CRIME OTHER THAN A MINOR TRAFFIC OFFENSE,
HE WILL SURRENDER HIS CERTIFICATE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND

MILLER, BOBbie Sue
BSM-0090-1856
MARCH 24, 2016
DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

MOORE, DOMINIQUE MONTEA
DXM-0107-7031
FEBRUARY 13, 2015
PROBATION: ALABAMA ALTERNATIVE CERTIFICATE
FROM 12/9/2015 THROUGH 8/8/2016
LETTER OF REPRIMAND

PORTER, DERRICK
DXP-0106-5841
FEBRUARY 1, 2016
SUITABILITY ON PROBATION
FROM 2/1/2016 THROUGH 7/31/2016
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
SUITABILITY

RADTKE, JEFFREY HOWARD
JHR-0026-6754
DECEMBER 11, 2015
MUST MEET ALL TERMS:
COMPLETE THE NATIONAL ASSOCIATION OF STATE DIRECTORS OF
TEACHER EDUCATION AND CERTIFICATION (NASDTEC) BOUNDARIES
ONLINE PROGRAM
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

RAMMAGE, TAFFNEY DAWN RAY
TRT-0038-2250
JANUARY 6, 2016
DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE
NAME: SANDLIN-DAVIS, LAURA ELIZABETH DEMARTINO
TCH NUMBER: LDS-0037-3470
DATE OF ORDER/ACTION: FEBRUARY 1, 2016
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SLADE, ANDREA LINDSEY PETERSON
TCH NUMBER: APS-0038-1417
DATE OF ORDER/ACTION: DECEMBER 14, 2015
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SPENCE, JIMMIE LEE
TCH NUMBER: JLS-0092-2439
DATE OF ORDER/ACTION: DECEMBER 18, 2015
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: WALKER, DAVID MICHAEL
TCH NUMBER: DMW-0106-2910
DATE OF ORDER/ACTION: JANUARY 5, 2016
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: WALLS, JESSICA NICOLE HARTWELL
TCH NUMBER: JNW-0109-0507
DATE OF ORDER/ACTION: FEBRUARY 11, 2016
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: WASHINGTON, ARLANDERS LEE
TCH NUMBER: ALW-0109-5038
DATE OF ORDER/ACTION: JANUARY 5, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: WHITE, RICKY LEETH
TCH NUMBER: RLLW-0025-8734
DATE OF ORDER/ACTION: JANUARY 21, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER LICENSE

ENCLOSURE: The Requirement of Report Misconduct

TRB:SHC:KB

cc: Private School Administrators
     Deans of Colleges of Education
     Mrs. Sherrill W. Parris
     Dr. Jayne A. Meyer
     Mrs. Juliana T. Dean
     Mrs. Shavon H. Cummings

FY16-2044
The Requirement to Report Misconduct

Each superintendent shall submit to the Alabama State Superintendent of Education within ten calendar days of the decision, the name and social security number of each employee holding an Alabama certificate or license who is terminated, or non-renewed, resigns, or is placed on administrative leave for cause, and shall indicate the reason for such action. Superintendents shall provide personnel records and all investigative information immediately upon request by the Alabama State Superintendent of Education. Superintendents shall not be required to report teachers who are non-renewed without cause. Failure to comply may result in disciplinary action against the employing superintendent.

*Ala. Admin. Code r. 290-3-2-.34(2)*

**Events That Trigger a Requirement to Report**

- Employment is terminated for cause
- Contract is non-renewed for cause
- Resignation is received "for cause" (under suspicious circumstances)
- Placement on administrative leave for cause

**Examples of Misconduct Requiring a Report**

- Allegations of sexual contact or a sexual relationship between a teacher and a child or student. This includes rape, sodomy, dating, explicit text messages, "sexting," inappropriate intimate contact, possession of child pornography, and professions of romantic love.
- Allegations of the maltreatment of a child or student. This includes child abuse, child neglect, beating a student, choking a student, slapping a student, throwing a drink or food into a student's face, or humiliating a student.
- Allegations of illegal drug use, sale, distribution, or manufacture by a teacher. This includes public intoxication especially at school, the use of marijuana especially if by a bus driver, the illegal distribution of any drug, the illegal manufacturing of any drug, the abuse of prescription drugs.
- Allegations of property crimes. This includes stealing from a school system, the misuse of public or student money, and using public resources or positions for private gain.
- Allegations of cheating on standardized student assessments. This includes when a teacher is alleged to have violated any testing rule established by the Department of Education.
- Allegations of the harassment of colleagues.
- Allegations of falsifying professional qualifications or important documents.

Reports should be mailed to:
Mr. Corey Martin, Assistant Coordinator Background Review
Alabama Department of Education
Office of Teaching and Leading
Educator Certification Section
P.O. Box 302101
Montgomery, AL 36130-2101

Additional questions may be directed to the Teacher Certification Section at (334) 353-8567.