June 30, 2016

MEMORANDUM

TO: City and County Superintendents

FROM: Philip C. Cleveland
Interim 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: ABNEY, TIMOTHY EDWARD
TCH NUMBER: TEA-0033-2920
DATE OF ORDER/ACTION: MARCH 10, 2016
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/10/2016 THROUGH 3/9/2018
MUST MEET ALL TERMS:
COMPLETE TRAINING ON TEST SECURITY PROTOCOL AND CLASSROOM MANAGEMENT
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND
NAME: BARNACASTLE, DANIEL COONEY  
TCH NUMBER: DXY-0107-4730  
DATE OF ORDER/ACTION: MARCH 11, 2016  
ORDER/ACTION:  
PROBATION: SUITABILITY  
FROM 3/11/2016 THROUGH 3/10/2017  
MUST MEET ALL TERMS:  
UNDERGO FOUR (4) RANDOM DRUG TESTS  
IF RESPONDENT DOES NOT PASS A DRUG TEST OR COMPLY WITH THE REQUIREMENTS TO BE TESTED, HE WILL BE IN BREACH OF THE SETTLEMENT AGREEMENT AND THE DEPARTMENT MAY INITIATE ACTION AGAINST RESPONDENT'S SUITABILITY STATUS OR CERTIFICATION FOR POSSIBLE REVOCATION  
PROVIDE WRITTEN DOCUMENTATION OF HIS SUCCESSFUL COMPLETION OF THE PRETRIAL DIVERSION PROGRAM TO THE DEPARTMENT WITHIN 30 DAYS OF COMPLETION  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS SUITABILITY  
LETTER OF CAUTION

NAME: BURNS, ANDREA LYNN HUGHES  
TCH NUMBER: AHB-0101-5692  
DATE OF ORDER/ACTION: JUNE 7, 2016  
ORDER/ACTION:  
SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: CORBITT, JR., CARLOS FITZGERALD  
TCH NUMBER: CFC-0107-5265  
DATE OF ORDER/ACTION: MARCH 30, 2016  
ORDER/ACTION:  
PROBATION: ALABAMA BUS DRIVER CERTIFICATE  
MUST MEET ALL TERMS:  
UNDERGO INCREASED DRUG TEST AND SCREENING THAT WILL BE COORDINATED THROUGH THE SCHOOL SYSTEM'S TRANSPORTATION OFFICE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: CREAR, LUTHER V.  
TCH NUMBER: LXC-0104-4199  
DATE OF ORDER/ACTION: MARCH 9, 2016  
ORDER/ACTION:  
UNSUITABLE UNTIL WHEREABOUTS BECOME KNOWN

NAME: DAVIS, CECIL CHADWICK  
TCH NUMBER: CCD-0035-7653  
DATE OF ORDER/ACTION: MARCH 9, 2016  
ORDER/ACTION:  
PROBATION: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 4/9/2016 THROUGH 4/8/2018  
MUST MEET ALL TERMS:  
COMPLETE TRAINING IN CLASSROOM MANAGEMENT/SENSITIVITY/BOUNDARIES  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES  
LETTER OF REPRIMAND
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<thead>
<tr>
<th>NAME:</th>
<th>DOBBS, MATTHEW ALLEN</th>
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<tr>
<td>TCH NUMBER:</td>
<td>MAD-0037-6943</td>
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<tr>
<td>DATE OF ORDER/ACTION:</td>
<td>MARCH 24, 2016</td>
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<tr>
<td>ORDER/ACTION:</td>
<td>VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE</td>
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<th>NAME:</th>
<th>EDWARDS, JASON ANDREW</th>
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<td>TCH NUMBER:</td>
<td>JAE-0034-8768</td>
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<tr>
<td>DATE OF ORDER/ACTION:</td>
<td>MARCH 21, 2016</td>
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<tr>
<td>ORDER/ACTION:</td>
<td>SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 1/10/2015 THROUGH 1/30/2015 MUST MEET ALL TERMS: COMPLETE AN ONLINE BOUNDARIES TRAINING COURSE (AT NASDTEC ACADEMY) COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE</td>
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<tr>
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<td>TCH NUMBER:</td>
<td>TTE-0038-3712</td>
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<tr>
<td>DATE OF ORDER/ACTION:</td>
<td>FEBRUARY 7, 2016</td>
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<th>NAME:</th>
<th>EVERS, JR., CLARENCE EDWARD</th>
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<td>TCH NUMBER:</td>
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<td>APRIL 22, 2016</td>
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<td>ORDER/ACTION:</td>
<td>REVOKED AND NON-RENEWAL: ALABAMA CAREER/TECHNICAL CERTIFICATE</td>
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<th>FRENCHKO, JOSHUA ANDREW</th>
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<th>NAME:</th>
<th>GADDY (AUSTIN), KERRY LYNN CALLAHAN</th>
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<td>APRIL 28, 2016</td>
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<td>DATE OF ORDER/ACTION:</td>
<td>MARCH 28, 2016</td>
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<td>ORDER/ACTION:</td>
<td>PROBATION: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE FROM 3/28/2016 THROUGH 9/27/2016 MUST MEET ALL TERMS: COMPLETE A NEW BUS DRIVER TRAINING CLASS COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS LICENSE OR CERTIFICATE LETTER OF REPRIMAND</td>
</tr>
</tbody>
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NAME: HUGHES, JR., EARL WEBB  
TCH NUMBER: EWH-0086-9308  
DATE OF ORDER/ACTION: FEBRUARY 24, 2016  
ORDER/ACTION: LETTER OF CAUTION: ALABAMA SUBSTITUTE LICENSE

NAME: JACKSON, GREGORY CORNELL  
TCH NUMBER: GCJ-0035-0684  
DATE OF ORDER/ACTION: MARCH 21, 2016  
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE 6/21/2016 THROUGH 6/20/2017  
MUST MEET TERMS OF AGREEMENT: COMPLETE TRAINING IN CLASSROOM MANAGEMENT OR ETHICS OFFERED ONLINE BY NASDTEC  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
LETTER OF REPRIMAND

NAME: JOHNSON, VINCENT EDWARD  
TCH NUMBER: VEJ-0034-3320  
DATE OF ORDER/ACTION: MARCH 31, 2016  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/31/2016 THROUGH 3/30/2017  
MUST MEET TERMS OF AGREEMENT: COMPLETE A CLASS IN BOUNDARIES  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
LETTER OF REPRIMAND

NAME: JONES, RUFUS TYRELL  
TCH NUMBER: RTJ-0109-3487  
DATE OF ORDER/ACTION: MAY 17, 2016  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: LILES, DARIN KEITH  
TCH NUMBER: DKL-0031-7522  
DATE OF ORDER/ACTION: APRIL 27, 2016  
ORDER/ACTION: MUST MEET ALL TERMS: IF THE RESPONDENT REMAINS ON MEDICAL DISABILITY AND DOES NOT TEACH, HE WILL PROVIDE WRITTEN DOCUMENTATION TO THE DEPARTMENT THAT HE IS RECEIVING MEDICAL DISABILITY  
IF THE RESPONDENT DECIDES TO TEACH AGAIN, HE WILL PROVIDE APPROPRIATE AND REASONABLE WRITTEN DOCUMENTATION OF HIS FITNESS TO REPORT TO DUTY AND COMPLETE A COURSE IN ANGER MANAGEMENT AND CLASSROOM MANAGEMENT  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: MONTGOMERY, LAKIDRA  
TCH NUMBER: LXM-0104-3972  
DATE OF ORDER/ACTION: MAY 3, 2016  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE
MOORE, ROHONDA GAIL NETTLES
TCH NUMBER: RNM-0035-8553
DATE OF ORDER/ACTION: MARCH 14, 2016
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/14/2016 THROUGH 3/13/2017
MUST MEET ALL TERMS:
COMPLETE ONLINE BOUNDARIES TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF REPRIMAND

MOTON, JR., JOHN ROBERT
TCH NUMBER: JRM-0033-7352
DATE OF ORDER/ACTION: FEBRUARY 19, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

MYRICK, JUSTIN LAMAR
TCH NUMBER: JLM-0037-9184
DATE OF ORDER/ACTION: APRIL 28, 2016
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NABORS, CHRISTOPHER ROBERT
TCH NUMBER: CRN-0083-4110
DATE OF ORDER/ACTION: MARCH 16, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NUNEZ, LISA MARIE ATWELL
TCH NUMBER: LMN-0101-6697
DATE OF ORDER/ACTION: MARCH 28, 2016
MUST MEET ALL TERMS:
COMPLETE TWO (2) COURSES IN ETHICS AND CLASSROOM MANAGEMENT: PROFESSIONAL BOUNDARIES, ETHICS, AND PROFESSIONALISM IN EDUCATION AND CLASSROOM MANAGEMENT FOR EDUCATORS — EDD547
(3 CREDITS AT PHOENIX UNIVERSITY)
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE OR LICENSE
LETTER OF REPRIMAND

PENCE, DENNIS KEITH
TCH NUMBER: DKP-0081-8675
DATE OF ORDER/ACTION: MARCH 21, 2016
ORDER/ACTION: PROBATION: ALABAMA BUS DRIVER CERTIFICATE FROM 3/21/2016 THROUGH 3/20/2017
LETTER OF CAUTION
NAME: PHILLIPS (MEARES), ELAINE RENEE
TCH NUMBER: ERM-0039-2372
DATE OF ORDER/ACTION: APRIL 28, 2016
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SCHNARS, RICHARD PAUL
TCH NUMBER: RPS-0099-3823
DATE OF ORDER/ACTION: MARCH 31, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SHEPPARD, JENNIFER ANNE
TCH NUMBER: JAS-0101-0034
DATE OF ORDER/ACTION: MARCH 22, 2016
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: SIMON, WAYNE MARSHALL
TCH NUMBER: VMS-0034-8893
DATE OF ORDER/ACTION: FEBRUARY 29, 2016
ORDER/ACTION: MUST MEET ALL TERMS: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: THOMAS, JANELLE LEIGH
TCH NUMBER: JLT-0102-3148
DATE OF ORDER/ACTION: MAY 3, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: YOUNG, JENNIFER DAWN
TCH NUMBER: JDY-0077-6532
DATE OF ORDER/ACTION: JULY 28, 2014
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

PCC: SHC: KB
ENCLOSURE: The Requirement to Report Misconduct

cc: Private School Administrators
Deans of Colleges of Education
Dr. Mark Kir kemier
Dr. Jayne A. Meyer
Mrs. Juliana T. Dean
Mrs. Shavon H. Cummings

FY16-2075
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-.04(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 Alabama State 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 State 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 Educator Certification Section at (334) 353-8567.