December 14, 2017

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Ed Richardson
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-.04 (2016), 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-.04 (2016).

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 Educator Certification Section.

NAME: ANDREWS, ANWARD
TCH NUMBER: AXA-0110-6717
DATE OF ORDER/ACTION: AUGUST 10, 2017
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: ANDREWS, LORI AMANDA DUNN
TCH NUMBER: LDA-0039-0071
DATE OF ORDER/ACTION: SEPTEMBER 1, 2017
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: BARBAREE, TAYLOR
TCH NUMBER: A.K.A. TAYLOR, BARBAREE PIPPEN
DATE OF ORDER/ACTION: SEPTEMBER 13, 2017
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE
BAXTER, CHRISTOPHER WARREN

TCH NUMBER: CWB-0032-7673

DATE OF ORDER/ACTION: SEPTEMBER 13, 2017

ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE FROM 9/13/2017 THROUGH 6/12/2018

MUST MEET ALL TERMS:

COMPLETE NASDTEC PREVENTION AND CORRECTION: OVERVIEW

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

LETTER OF REPRIMAND

BELL, REBECCA MCBRAYER

TCH NUMBER: RMB-0111-0705

DATE OF ORDER/ACTION: AUGUST 14, 2017

ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

BIRMINGHAM (WARREN), LORI ALLISON AVERY

TCH NUMBER: LAB-0100-4837

DATE OF ORDER/ACTION: AUGUST 22, 2017

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

BRAZILE, III, ROBERT LORENZO

TCH NUMBER: RLB-0038-8838

DATE OF ORDER/ACTION: SEPTEMBER 1, 2017

ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

CARNELL, TIFFANY NICOLE

TCH NUMBER: TNC-0035-3149

DATE OF ORDER/ACTION: AUGUST 6, 2017

ORDER/ACTION: MUST MEET ALL TERMS:

ATTEND A CLASSROOM MANAGEMENT COURSE, DE-ESCALATING CRISIS SITUATIONS IN SCHOOL

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

CASTRO, CONNIE

TCH NUMBER: CXC-0103-9356

DATE OF ORDER/ACTION: OCTOBER 4, 2017

ORDER/ACTION: MUST MEET ALL TERMS:

UNDERGO QUARTERLY DRUG TESTING FOR ONE (1) YEAR BEGINNING OCTOBER 2, 2017

RESULTS SHOULD BE SENT TO THE DEPARTMENT OF EDUCATION'S OFFICE OF GENERAL COUNSEL WITHIN 30 DAYS OF THE TEST BEING CONDUCTED

CHANNEY, ALICE FAYE

TCH NUMBER: AFC-0029-2610

DATE OF ORDER/ACTION: AUGUST 11, 2017

ORDER/ACTION: MUST MEET ALL TERMS:

COMPLETE A PRE-APPROVED CLASS REGARDING MANAGEMENT OR OTHER PROFESSIONAL DEVELOPMENT

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

LETTER OF CAUTION
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<tr>
<th>NAME:</th>
<th>COAN, BRADLEY JEREMIAH</th>
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<td>TCH NUMBER:</td>
<td>BJC-0040-2192</td>
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<td>DATE OF ORDER/ACTION:</td>
<td>SEPTEMBER 8, 2017</td>
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<th>DAVIS, KIM ELAINE BROWN</th>
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<td>TCH NUMBER:</td>
<td>KBD-0034-9185</td>
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<td>DATE OF ORDER/ACTION:</td>
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<td>ORDER/ACTION:</td>
<td>PROBATION: 7/21/2017 THROUGH 2/20/2019</td>
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<td>MUST MEET ALL TERMS:</td>
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<td>COMPLETE COURSE EDU4422 – CLASSROOM MANAGEMENT IN THE 21ST CENTURY ON THE ALSDE E-LEARNING WEBSITE</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES</td>
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<td>LETTER OF REPRIMAND</td>
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<th>NAME:</th>
<th>GAMBLE, THOMAS EDWIN</th>
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<td>TCH NUMBER:</td>
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<td>SEPTEMBER 3, 2017</td>
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<td>ORDER/ACTION:</td>
<td>PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 9/3/2017 THROUGH 9/2/2018</td>
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<td>COMPLETE INTERNET SAFETY FOR SCHOOLS COURSE</td>
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<td>COMPLETE EDU4422 FROM ELEARNING.ALSDE.EDU DURING THE UPCOMING FALL SEMESTER</td>
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<td>COMPLETE PROFESSIONAL BOUNDARIES COURSE AT <a href="HTTP://WWW.NASDTECACADEMY">HTTP://WWW.NASDTECACADEMY</a></td>
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<td>COMPLETE ALABAMA ETHICS COMMISSION’S ONLINE TRAINING AND NASDTEC’S PREVENTION CORRECTION COURSE WITHIN SIX (6) MONTHS OF EMPLOYMENT BUT NO LATER THAN TWO (2) YEARS FROM THE DATE THE SETTLEMENT AGREEMENT IS EXECUTED</td>
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<td>AUGUST 26, 2017</td>
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<td>ORDER/ACTION:</td>
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<td>UNDERGO RANDOM DRUG TESTING AT THE RATE OF 12 PER YEAR</td>
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<td>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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NAME: JOHNSON, WALTON MCLENDON  
TCH NUMBER: WMJ-0111-0937  
DATE OF ORDER/ACTION: AUGUST 22, 2017  
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: KING, JR. CHARLIE  
TCH NUMBER: CXX-0087-5977  
DATE OF ORDER/ACTION: SEPTEMBER 13, 2017  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE

NAME: LAMAR, ANTHONY JAY  
TCH NUMBER: AJL-0036-0826  
DATE OF ORDER/ACTION: SEPTEMBER 8, 2017  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: LAWLER, THOMAS LEE  
TCH NUMBER: TLL-0026-2527  
DATE OF ORDER/ACTION: SEPTEMBER 12, 2017  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE A COURSE ON CLASSROOM MANAGEMENT AND BOUNDARIES  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: MALONE, TEKERE LOUISE  
TCH NUMBER: TXM-0082-3171  
DATE OF ORDER/ACTION: AUGUST 14, 2017  
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: MYERS, MICHELLE LEE  
TCH NUMBER: MLM-0093-0023  
DATE OF ORDER/ACTION: AUGUST 22, 2017  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: NELSON, KATHERINE JOANNE GREEN  
TCH NUMBER: KGN-0039-4895  
DATE OF ORDER/ACTION: SEPTEMBER 15, 2016  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: O'NEAL (EDWARDS), CHELCIE YVONNE  
TCH NUMBER: CYO-0040-1905  
DATE OF ORDER/ACTION: SEPTEMBER 1, 2017  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE A COURSE IN DE-ESCALATING STUDENT DISCIPLINE INCIDENTS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES
NAME: SMART, PHILLIP MATTHEW
TCH NUMBER: PMS-0038-3765
DATE OF ORDER/ACTION: AUGUST 11, 2017
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 8/11/2017 THROUGH 8/10/2018
MUST MEET ALL TERMS:
BEGINNING 8/11/2017, UNDERGO RANDOM DRUG TESTING AT THE RATE OF 12 PER YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OF REPRIMAND

NAME: STONE, JR., HERBERT RICHARD
TCH NUMBER: HRS-0111-4799
DATE OF ORDER/ACTION: AUGUST 22, 2017
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: STRICKLAND, VICKY JOHNSON
TCH NUMBER: VJS-0033-7726
DATE OF ORDER/ACTION: AUGUST 24, 2017
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE CLASSROOM MANAGEMENT IN THE 21ST CENTURY (EDU4422), NASDTEC'S PREVENTION AND CORRECTION COURSE, AND CLASSROOM MANAGEMENT ONLINE, A 3-6 HOUR MODULE/SESSION
SUBMIT PERSONNEL EVALUATION TO THE DEPARTMENT OF EDUCATION'S OFFICE OF GENERAL COUNSEL AT THE END OF THE 2017-2018 SCHOOL YEAR, BUT NO LATER THAN JULY 1, 2018
LETTER OF REPRIMAND

NAME: VAUGHN, RACHEL REGINA
TCH NUMBER: RXV-0111-1672
DATE OF ORDER/ACTION: AUGUST 18, 2017
ORDER/ACTION: MUST MEET ALL TERMS:
UNDERGO QUARTERLY DRUG TESTING FOR A PERIOD OF ONE (1) YEAR BEGINNING AUGUST 18, 2017
RESULTS TO BE SUBMITTED DIRECTLY FROM THE TESTING COMPANY TO THE DEPARTMENT OF EDUCATION'S OFFICE OF GENERAL COUNSEL

NAME: WASHBURN, III, TOMMY DAVIE
TCH NUMBER: TDW-0106-6485
DATE OF ORDER/ACTION: AUGUST 14, 2017
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: WIGGINS, CHARLOTTE LEE
TCH NUMBER: CLW-0029-6086
DATE OF ORDER/ACTION: SEPTEMBER 12, 2017
ORDER/ACTION: MUST MEET TERMS:
FOR A PERIOD OF ONE (1) YEAR BEGINNING SEPTEMBER 8, 2017, UNDERGO QUARTERLY DRUG TESTING
RESULTS SHOULD BE SENT IN WRITING DIRECTLY FROM THE DRUG TESTING COMPANY TO THE DEPARTMENT OF EDUCATION'S OFFICE OF GENERAL COUNSEL WITHIN 30 DAYS OF THE TEST BEING RUN

ER: SHC: KB
Enclosure: The Requirement to Report Misconduct
cc: Private School Administrators
    Dr. Barbara J. Cooper
    Mrs. Juliana T. Dean
Deans of Colleges of Education
    Dr. Jayne A. Meyer
    Mrs. Shavon H. Cummings

FY18-2030
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

- 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 Educator Certification Section at (334) 353-8567.