February 20, 2018

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Ed Richardson, Ed.D. (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 (2018), 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 (2018).

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.

<table>
<thead>
<tr>
<th>NAME:</th>
<th>TCH NUMBER:</th>
<th>DATE OF ORDER/ACTION:</th>
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<th>SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>BEARDEN, ADAM GREGORY</td>
<td>BXA-0101-1162</td>
<td>OCTOBER 31, 2017</td>
<td>SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</td>
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<tr>
<td>BLOOM, CASEY WILLIAM</td>
<td>CWB-0103-8387</td>
<td>OCTOBER 30, 2017</td>
<td>SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</td>
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<tr>
<td>CALLAWAY, FRANCES MICHELLE WHALEN</td>
<td>FW-0074-9897</td>
<td>OCTOBER 10, 2017</td>
<td>VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE</td>
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<td>CALLOWAY, SHANNON JAKE</td>
<td>SXC-0099-1499</td>
<td>OCTOBER 2, 2017</td>
<td>SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</td>
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GORDON PERSONS BUILDING • P.O. BOX 302101 • MONTGOMERY, ALABAMA 36130-2101 • TELEPHONE (334) 242-9700 • FAX (334) 242-9708 • WEB SITE: www.alsde.edu
NAME: COCKRELL, JR., MARCUS DERON  
TCH NUMBER: MDC-0111-7294  
DATE OF ORDER/ACTION: DECEMBER 5, 2017  
MUST MEET TERM: SUBMIT THREE (3) DRUG TESTS PER YEAR  
LETTER OF REPRIMAND

NAME: DANIEL, KEISHA EVONN  
TCH NUMBER: KED-0105-7681  
DATE OF ORDER/ACTION: NOVEMBER 16, 2017  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: DOTSON, ASHLEY LYNNE HAYGOOD  
TCH NUMBER: ALD-0106-2482  
DATE OF ORDER/ACTION: OCTOBER 2, 2017  
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: ENTREKIN, TIMOTHY LEE  
TCH NUMBER: TLE-0079-0876  
DATE OF ORDER/ACTION: OCTOBER 24, 2017  
ORDER/ACTION: MUST MEET ALL TERMS: ALLOW ALABAMA BUS DRIVER CERTIFICATE TO LAPSE IF RESPONDENT REAPPLIES FOR AN ALABAMA BUS DRIVER CERTIFICATE, RESPONDENT WILL UNDERGO A 6 HOUR TRAINING COURSE

NAME: FREEMAN, TIPHANIE MARCHELLE  
TCH NUMBER: TMF-0111-7972  
DATE OF ORDER/ACTION: OCTOBER 10, 2017  
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: HAMBY, BARBARA OGLE  
TCH NUMBER: BOH-0083-4493  
DATE OF ORDER/ACTION: OCTOBER 5, 2017  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: JOHNSON, ASHLEY  
TCH NUMBER: AXJ-0109-3165  
DATE OF ORDER/ACTION: NOVEMBER 13, 2017  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE
NAME: JOHNSON (MCKINNEY), MELANIE FERNANDA
TCH NUMBER: MJM-0033-4388
DATE OF ORDER/ACTION: APRIL 11, 2017
PROBATION: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE, ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES, AND ALABAMA SUBSTITUTE LICENSE FROM 3/29/2017 THROUGH 9/28/2018
MUST MEET ALL TERMS:
COMPLETE THE 2017 DHR REPORTING TRAINING
COMPLETE THE NATIONAL ASSOCIATION OF STATE DIRECTORS OF TEACHER EDUCATION AND CERTIFICATION (NASDTEC) PREVENTION AND CORRECTION TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES OR LICENSE
LETTER OF REPRIMAND

NAME: JONES, JR., BILLY CARL
TCH NUMBER: BXJ-0107-6994
DATE OF ORDER/ACTION: NOVEMBER 28, 2017
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: JUDAH, TITUS
TCH NUMBER: TXJ-0099-1250
DATE OF ORDER/ACTION: SEPTEMBER 20, 2017
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE

NAME: KIDD, BEVERLY STANTON
TCH NUMBER: BSK-0030-7859
DATE OF ORDER/ACTION: SEPTEMBER 2, 2017
ORDER/ACTION: MUST MEET TERM: COMPLETE EDU 4422 LOCATED AT HTTP://ELEARNINGALSDE.EDU
LETTER OF CAUTION

NAME: LEGG, STACIE MICHELLE BRAKEFIELD
TCH NUMBER: SBL-0034-5707
DATE OF ORDER/ACTION: DECEMBER 4, 2017
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: MORRIS, CANDICE AISHA
TCH NUMBER: CAM-0039-1287
DATE OF ORDER/ACTION: OCTOBER 10, 2017
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE ONE PODCAST COURSE ON DE-ESCALATING CONFLICT IN SCHOOLS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES
NAME: MYERS, JR., HERMAN
TCH NUMBER: HXM-0037-7613
DATE OF ORDER/ACTION: OCTOBER 26, 2017
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 10/26/2017 THROUGH 10/25/2019
MUST MEET ALL TERMS:
ATTEND NASDTEC'S PREVENTION AND CORRECTION COURSE
ATTEND ANGER MANAGEMENT CLASS OR SOME SIMILAR AND PRE-APPROVED SUBSTITUTE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OR REPRIMAND

NAME: NICHOLS, KRISTEN ASHLEY CORDELL
TCH NUMBER: KAN-0082-8430
DATE OF ORDER/ACTION: OCTOBER 2, 2017
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: PARRISH, WILLIAM J.
TCH NUMBER: WJP-0103-5699
DATE OF ORDER/ACTION: OCTOBER 6, 2017
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: PHELPS, SHARONDA OPHELIA
TCH NUMBER: SXP-0105-2256
DATE OF ORDER/ACTION: FEBRUARY 2, 2018
ORDER/ACTION: DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE UNTIL 6/1/2018

NAME: SELDON, SYLVESTER III
TCH NUMBER: SXS-0109-7531
DATE OF ORDER/ACTION: OCTOBER 31, 2017
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: SEWARD, TABATHA LAQUESE LAWSON
TCH NUMBER: TLL-0031-8713
DATE OF ORDER/ACTION: NOVEMBER 7, 2017
ORDER/ACTION: SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 2/29/2016 THROUGH 11/7/2017
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE UNTIL COMPLETION OF CRIMINAL PROBATION OR 18 MONTHS, WHICHEVER IS LONGER
MUST MEET ALL TERMS:
COMPLETE NASDTEC'S PREVENTION AND CORRECTION COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF REPRIMAND

NAME: SPRINKLE, ELLEN MARIE
TCH NUMBER: EMS-0085-4435
DATE OF ORDER/ACTION: OCTOBER 26, 2017
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE
NAME: SUMPTER, JULIE T. FAVERO  
TCH NUMBER: JFS-0034-7567  
DATE OF ORDER/ACTION: OCTOBER 10, 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

NAME: TAYLOR, BRANDY OSBORNE  
TCH NUMBER: BOS-0036-1013  
DATE OF ORDER/ACTION: OCTOBER 10, 2017  
ORDER/ACTION: MUST MEET ALL TERMS: ATTEND ANGER MANAGEMENT COUNSELING  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES

NAME: TOLBERT, ERIC LAVERN  
TCH NUMBER: ELT-0033-3277  
DATE OF ORDER/ACTION: OCTOBER 10, 2017  
ORDER/ACTION: MUST MEET ALL TERMS: ATTEND A BOUNDARIES CLASS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: TURNER, TAMMY JO  
TCH NUMBER: A.K.A. HENDERSON, TAMMY MITCHELL TURNER TXT-0107-0627  
DATE OF ORDER/ACTION: DECEMBER 5, 2017  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE

NAME: VANZANDT, LYNN  
TCH NUMBER: LXV-0035-5462  
DATE OF ORDER/ACTION: DECEMBER 1, 2017  
ORDER/ACTION: REVOKED AND NON-RENEWAL: JROTC CERTIFICATE

NAME: WALLACE, MICHAEL ANTHONY  
TCH NUMBER: MXW-0107-5870  
DATE OF ORDER/ACTION: SEPTEMBER 21, 2017  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: YOUNG, WILLIAM VERNON  
TCH NUMBER: WWY-0034-3137  
DATE OF ORDER/ACTION: MARCH 30, 2017  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

ER: SHC: KB
Enclosure: The Requirement to Report Misconduct  
cc: Private School Administrators Dr. Jayne A. Meyer  
Deans of Colleges of Education Mrs. Juliana T. Dean  
Dr. Barbara Cooper Mrs. Shavon Cummings  
FY18-2048
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.