March 13, 2018

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 (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.

NAME: BLACK, JR., DONALD DEWAYNE
TCH NUMBER: DDB-0034-2126
DATE OF ORDER/ACTION: AUGUST 11, 2017
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 8/11/2017 THROUGH 5/10/2018
MUST MEET ALL TERMS: ATTEND TWO (2) TRAINING COURSES COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES LETTER OF REPRIMAND

NAME: CARO, SARAH MICHELLE
TCH NUMBER: SMC-0109-6353
DATE OF ORDER/ACTION: JANUARY 29, 2018
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE
<table>
<thead>
<tr>
<th>NAME</th>
<th>TCH NUMBER</th>
<th>DATE OF ORDER/ACTION</th>
<th>ORDER/ACTION</th>
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<tr>
<td>CLECKLER, LORI ANN MUNCHER</td>
<td>LMC-0033-2667</td>
<td>DECEMBER 4, 2017</td>
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<td>ATTEND TWO (2) CLASSES: PRE-APPROVED BY THE ALSDE OFFICE OF GENERAL COUNSEL</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES</td>
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<td>LETTER OF REPRIMAND</td>
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<tr>
<td>CUNNINGHAM, PATRICK</td>
<td>PDC-0112-8508</td>
<td>JANUARY 19, 2018</td>
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<td>DENIED: ALABAMA BUS DRIVER CERTIFICATE</td>
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<td>DAILEY, DARIOUS</td>
<td>DXD-0111-1992</td>
<td>JANUARY 25, 2018</td>
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<td>REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE</td>
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<tr>
<td>DOWNEY, KIMBERLY DAWN MCKAY</td>
<td>KMD-0035-7311</td>
<td>JANUARY 22, 2018</td>
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<td>REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES</td>
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<td>FEW, BOBBI DANETTE OVERTON</td>
<td>BDF-0107-8004</td>
<td>JANUARY 2, 2018</td>
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<td>REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE</td>
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<td>GILLESPIE, JOANN</td>
<td>JXG-0075-3086</td>
<td>JANUARY 8, 2018</td>
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<td>SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE</td>
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<td>GRACIE, ANQUANETTE</td>
<td>AXG-0104-7185</td>
<td>JANUARY 3, 2018</td>
<td></td>
<td>PROBATION: FOR ONE YEAR OR UNTIL RESPONDENT FINISHES MAKING COURT ORDERED PAYMENTS, WHICHEVER IS LONGER</td>
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<tr>
<td>HAGLER, JERRY B.</td>
<td>JBH-0112-7653</td>
<td>JANUARY 2, 2018</td>
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<td>LETTER OF REPRIMAND</td>
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<tr>
<td>HALE, EMILY CRISTINA</td>
<td>ECC-0076-7283</td>
<td>DECEMBER 19, 2017</td>
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HERNANDEZ, CHRISSY LANE WILLYARD
TCH NUMBER: CXH-0105-6102
DATE OF ORDER/ACTION: JANUARY 29, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

KNIGHT, CHRISTOPHER ALBERT
TCH NUMBER: CKX-0101-8070
DATE OF ORDER/ACTION: JANUARY 25, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

LOVE, SANDY MICHELLE FOREHAND
TCH NUMBER: SFL-0037-2617
DATE OF ORDER/ACTION: FEBRUARY 2, 2010
ORDER/ACTION: DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

LOWE, MONTERRIUS ANTONIO
TCH NUMBER: MAL-0106-7259
DATE OF ORDER/ACTION: JANUARY 31, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

MIDDLETON, CONNIE KELLY
TCH NUMBER: CKM-0034-2016
DATE OF ORDER/ACTION: JUNE 7, 2017
PROBATION: FROM 8/7/2017 THROUGH 8/6/2018
MUST MEET ALL TERMS: ATTEND PREAPPROVED CLASSROOM MANAGEMENT TRAINING COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF REPRIMAND

MILLER, MARQUITA JENE'
TCH NUMBER: MXM-0109-5315
DATE OF ORDER/ACTION: JANUARY 23, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

MURRAY, LEWIS MONROE
TCH NUMBER: LMM-0032-8347
DATE OF ORDER/ACTION: OCTOBER 24, 2016
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NEEL, JASON
TCH NUMBER: JCM-0074-0988
DATE OF ORDER/ACTION: DECEMBER 20, 2017
ORDER/ACTION: SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 4/25/2017 THROUGH 4/24/2018
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 4/25/2018 THROUGH 10/24/2019
MUST MEET ALL TERMS: COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE SUCCESSFULLY COMPLETE A FITNESS FOR DUTY EVALUATION BY A PROFESSIONAL COUNSELOR, PSYCHOLOGIST, OR PSYCHIATRIST COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND
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<td>MUST MEET ALL TERMS: COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE</td>
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<td>LETTER OF REPRIMAND</td>
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<td>NAME:</td>
<td>POSEY, DEBERAH L. GLENN</td>
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<td>TCH NUMBER:</td>
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<td>TCH NUMBER:</td>
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<td>DATE OF ORDER/ACTION:</td>
<td>DECEMBER 14, 2017</td>
<td>ORDER/ACTION:</td>
<td>MUST MEET ALL TERMS: COMPLETE AN ONLINE COURSE REGARDING DANGERS OF WEAPONS ON SCHOOL GROUNDS COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES</td>
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<td>LETTER OF REPRIMAND</td>
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<td>NAME:</td>
<td>SMITH, AMANDA S. HOWARD A.K.A. KELSEY, AMANDA SMITH</td>
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<td>DATE OF ORDER/ACTION:</td>
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<td>NAME:</td>
<td>SNELL, SCOTTY LAMAR</td>
<td>TCH NUMBER:</td>
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<td>DATE OF ORDER/ACTION:</td>
<td>JANUARY 11, 2018</td>
<td>ORDER/ACTION:</td>
<td>VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</td>
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NAME: STOVALL, JR., BRIAN KEITH  
TCH NUMBER: BKS-0039-6228  
DATE OF ORDER/ACTION: JANUARY 2, 2018  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 1/2/2018 THROUGH 1/1/2019  
MUST MEET ALL TERMS: UNDERGO RANDOM QUARTERLY DRUG TESTING AT THE RATE OF ONE PER QUARTER  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: WATKINS, MICHAEL SHANE  
TCH NUMBER: MSW-0036-1654  
DATE OF ORDER/ACTION: DECEMBER 6, 2017  
ORDER/ACTION: MUST MEET ALL TERMS: RESIGN HIS EMPLOYMENT FROM HIS LOCAL SCHOOL SYSTEM BEFORE HIS EMPLOYMENT HEARING AND WILL OFFER HIS RESIGNATION BY NOVEMBER 14, 2017  
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE  
COMPLETE CLASSROOM MANAGEMENT IN THE 21ST CENTURY COURSE ON THE DEPARTMENT OF EDUCATION'S ELEARNING WEBSITE  
LETTER OF REPRIMAND

NAME: WHITE, THOMAS CLARENCE  
TCH NUMBER: TXW-0113-0177  
DATE OF ORDER/ACTION: JANUARY 30, 2018  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

ER: SHC: KB

Enclosure: The Requirement to Report Misconduct

cc: Private School Administrators  
Deans of Colleges of Education  
Dr. Barbara J. Cooper  
Dr. Jayne A. Meyer  
Mrs. Juliana T. Dean  
Mrs. Shavon H. Cummings

FY18-2063
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.