April 25, 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: AUSDERAU, COREY SCOTT
TCH NUMBER: CSA-0039-6790
DATE OF ORDER/ACTION: FEBRUARY 15, 2018
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: BUSBY, CHRISTINA LEEANN MESAVEREY
TCH NUMBER: CMB-0038-0214
DATE OF ORDER/ACTION: FEBRUARY 20, 2018
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: CARTER, JR., JERALD DEWAYNE
TCH NUMBER: JDC-0111-9529
DATE OF ORDER/ACTION: MARCH 5, 2018
ORDER/ACTION: LETTER OF CAUTION
NAME: CLAIRDAY, AARON ROBERT
TCH NUMBER: ARC-0039-2518
DATE OF ORDER/ACTION: MARCH 16, 2018
ORDER/ACTION: DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: DAVIS, WILLIAM JOSEPH
TCH NUMBER: WJD-0037-0010
DATE OF ORDER/ACTION: MARCH 2, 2018
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: FARMER, JOSEPH ALLAN
TCH NUMBER: JXF-0036-6553
DATE OF ORDER/ACTION: MARCH 13, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA INTERIM EMPLOYMENT CERTIFICATE, ALABAMA SUBSTITUTE LICENSE, AND ALABAMA BUS DRIVER CERTIFICATE

NAME: FRAZIER, KELSIE DEANNA
TCH NUMBER: KDF-0105-3067
DATE OF ORDER/ACTION: FEBRUARY 27, 2018
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR FROM 2/27/2018 THROUGH 8/26/2018
MUST MEET TERM:
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF REPRIMAND

NAME: FREEMAN, DEANA CORRINE FLOWERS
TCH NUMBER: DFB-0036-9050
DATE OF ORDER/ACTION: MARCH 15, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: GOODMAN, MELISSA
TCH NUMBER: MXG-0079-8413
DATE OF ORDER/ACTION: MARCH 16, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: GUIDRY, ALIX MARIE
TCH NUMBER: AMG-0037-3882
DATE OF ORDER/ACTION: MARCH 12, 2018
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: HAGEMANN, BRITTANY NICOLE TRUMAN
TCH NUMBER: BXT-0078-4369
DATE OF ORDER/ACTION: MARCH 20, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: JOHNSON, KAREN ELMIRA WILLIAMS
TCH NUMBER: KWJ-0088-0194
DATE OF ORDER/ACTION: FEBRUARY 6, 2018
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE
NAME: LANEY, STEPHANIE RENEE CULBREATH  
TCH NUMBER: SRL-0085-8518  
DATE OF ORDER/ACTION: FEBRUARY 28, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: LEWIS, SR., DONALD LEE  
TCH NUMBER: DLL-0022-7278  
DATE OF ORDER/ACTION: FEBRUARY 12, 2018  
ORDER/ACTION: MUST MEET ALL TERMS: SUCCESSFULLY PASS A FITNESS FOR DUTY EVALUATION COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE COMPLETE ONLINE TRAINING FOR MANDATORY REPORTERS OF CHILD ABUSE OR NEGLECT, PROVIDED BY DHR LETTER OF REPRIMAND

NAME: MADDOX, JR., GERRALD EZELL  
TCH NUMBER: GXM-0111-7230  
DATE OF ORDER/ACTION: MARCH 16, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: MCGREGOR, ALENA ANATOLEVNA BURLAKOVA  
TCH NUMBER: AAM-0077-0201  
DATE OF ORDER/ACTION: MARCH 15, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: MORRIS, SHINIKA TENNILE  
TCH NUMBER: MXS-0105-9990  
DATE OF ORDER/ACTION: MARCH 16, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: MUHAMMAD, KORDA RAYSHELL  
TCH NUMBER: KRM-0029-1833  
DATE OF ORDER/ACTION: FEBRUARY 2, 2018  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: RANDOLPH, FELISHE  
TCH NUMBER: FXR-0102-1754  
DATE OF ORDER/ACTION: FEBRUARY 5, 2018  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: ROBINSON, DAVID LEE  
TCH NUMBER: DLR-0114-1071  
DATE OF ORDER/ACTION: FEBRUARY 22, 2018  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: SEALY, STEPHANIE ANN  
TCH NUMBER: SSH-0031-0670  
DATE OF ORDER/ACTION: MARCH 15, 2018  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 3/15/2018 THROUGH 3/14/2019 MUST MEET ALL TERMS: UNDERGO QUARTERLY DRUG TESTING AT THE RATE OF FOUR (4) PER YEAR COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES
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<tr>
<td>SELLERS, LEAH MCCAMY</td>
<td>LMS-0099-8532</td>
<td>FEBRUARY 27, 2018</td>
<td>SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 2/27/2018 THROUGH 8/26/2018</td>
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<td>UNDERGO RANDOM DRUG TESTING AT THE RATE OF EIGHT (8) PER YEAR, BUT COMMENCING ONLY UPON THE RESPONDENT'S</td>
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<td>FULL TIME EMPLOYMENT OR HER EMPLOYMENT AS AN EDUCATOR COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD</td>
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<td>COMPLETE TWO (2) ETHICS COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS</td>
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<td>SAS-0039-4829</td>
<td>MARCH 27, 2018</td>
<td>REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES AND ALABAMA BUS</td>
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<td>TENNER, MYLAI DONELL</td>
<td>MDT-0109-2016</td>
<td>FEBRUARY 2, 2018</td>
<td>DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</td>
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<td>WATSON, CATHERINE RYANNE HOOKS</td>
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<td>FEBRUARY 21, 2018</td>
<td>MUST MEET ALL TERMS:</td>
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<td>COMPLETE NASDTEC BOUNDARIES COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS</td>
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<td>WEST, VICTORIA PATRICE</td>
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<td>MARCH 19, 2018</td>
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<td>COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE COMPLETE EDU 4423 – CREATING RUBRICS TO ASSESS STUDENT</td>
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<td>LETTER OF REPRIMAND</td>
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NAME: WRIGHT, WILL CROCKER
TCH NUMBER: WXX-0105-2115
DATE OF ORDER/ACTION: FEBRUARY 5, 2018
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 2/5/2018 THROUGH 6/30/2018
MUST MEET ALL TERMS:
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE AN EVALUATION BY A PROFESSIONAL COUNSELOR,
PSYCHOLOGIST, OR PSYCHIATRIST REGARDING ANY THREAT OR
ENDANGERMENT TO A CHILD
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE
LETTER OF REPRIMAND

ER: SHC: KB

Enclosure: The Requirement to Report Misconduct

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

FY18-2085
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.