July 5, 2018

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey
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: ANDREWS, ROSEMARY ELAINE
TCH NUMBER: AER-0111-8063
DATE OF ORDER/ACTION: APRIL 25, 2018
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
SUBSTITUTE LICENSE

NAME: BELL, JR., JESSE EDWARD
TCH NUMBER: JEB-0029-1722
DATE OF ORDER/ACTION: APRIL 17, 2018
ORDER/ACTION: LETTER OF CAUTION

NAME: BILLINGSLEY, SR., DERELLE LAMONZ
TCH NUMBER: DLB-0109-4367
DATE OF ORDER/ACTION: APRIL 24, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE
BRANNAN, DAYNA WALKER  
DWN-0031-0941  
APRIL 27, 2018  
REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

BROOKS, BRANDON JOEL  
BXB-0101-7857  
MAY 10, 2018  
SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 5/9/2017 THROUGH 5/31/2018  
MUST MEET ALL TERMS:  
COMPLETE NASDTEC PREVENTION AND CORRECTION TRAINING COURSE AND THE 16 HOUR PROFESSIONAL BOUNDARIES, ETHICS, AND PROFESSIONALISM IN EDUCATION COURSE  
PASS AN EVALUATION BY A COUNSELOR, PSYCHOLOGIST, OR PSYCHIATRIST ABOUT THE RESPONDENT'S SUITABILITY TO WORK AROUND STUDENTS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
LETTER ORF REPRIMAND

CREAR, LUTHER  
LXC-0104-4199  
MAY 15, 2018  
REPRIMAND

DAVIS, BRITTNEY RENEA PORTER  
BRD-0110-1701  
APRIL 5, 2018  
REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

DOWNEY, KIMBERLY DAWN MCKAY  
KMD-0035-7311  
JANUARY 22, 2018  
REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

HATFIELD, DANYEL DELANIE LOWERY  
DLH-0039-2115  
MARCH 21, 2018  
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/21/2018 THROUGH 9/20/2018  
MUST MEET ALL TERMS:  
COMPLETE INOW TRAINING  
COMPLETE ETHICS COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE  
LETTER OF REPRIMAND
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<td>HENDERSON, CHARLES TODD</td>
<td>CTH-0089-4547</td>
<td>MAY 10, 2018</td>
<td></td>
<td>MUST MEET ALL TERMS: COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE. IF THE CONVICTION IS OVERTURNED ON APPEAL, THE LETTER OF REPRIMAND AND ANY REMAINING PERIOD OF THE PROBATION WOULD BE VACATED. COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE. LETTER OF REPRIMAND</td>
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<td>KELLY, TERRI PIERCE</td>
<td>TPK-0032-5548</td>
<td>MARCH 29, 2018</td>
<td></td>
<td>MUST MEET ALL TERMS: ATTEND TRAINING COURSE ON TEST SECURITY PROCEDURES. COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE. LETTER OF REPRIMAND</td>
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<td>LAMBERT, KEITH LEE</td>
<td>KLL-0038-3232</td>
<td>MAY 7, 2018</td>
<td></td>
<td>MUST MEET ALL TERMS: COMPLETE QUARTERLY EVALUATIONS (OR REPORTS) BY A PROFESSIONAL COUNSELOR OR PSYCHOLOGIST. COMPLETE THE NASDTEC'S PREVENTION AND CORRECTION COURSE, EDU 4422 CLASSROOM MANAGEMENT IN THE 21ST CENTURY, AND AN ANGER MANAGEMENT CLASS. COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES. LETTER OF REPRIMAND</td>
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<td>NAME:</td>
<td>TCH NUMBER:</td>
<td>DATE OF ORDER/ACTION:</td>
<td>ORDER/ACTION:</td>
<td>VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE</td>
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<td>MCKAY, DENNIS WESLEY</td>
<td>DWM-0109-0474</td>
<td>MARCH 26, 2018</td>
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<td>NAME:</td>
<td>TCH NUMBER:</td>
<td>DATE OF ORDER/ACTION:</td>
<td>ORDER/ACTION:</td>
<td>REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE</td>
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<td>MOCK, WENDY RENEE NELSON</td>
<td>WNN-0079-3669</td>
<td>MAY 9, 2018</td>
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NAME: MORGAN, MICHELE LYNN HOPKINS  
TCH NUMBER: MHM-0028-7504  
DATE OF ORDER/ACTION: APRIL 4, 2018  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATES

NAME: NELSON, ANTONIO SANCHEZ  
TCH NUMBER: AXN-0108-2916  
DATE OF ORDER/ACTION: MARCH 22, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: NOOJI, JENNIFER ANN  
TCH NUMBER: JKN-0110-5689  
DATE OF ORDER/ACTION: APRIL 17, 2018  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE

NAME: OLIVER, JR., CARL RENARD  
TCH NUMBER: CRO-0106-4536  
DATE OF ORDER/ACTION: APRIL 25, 2018  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: PASTOR, LAURA BETH THOMPSON  
TCH NUMBER: LTP-0035-4413  
DATE OF ORDER/ACTION: APRIL 5, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: PENNINGTON, WILLIAM AARON  
TCH NUMBER: WAP-0080-9592  
DATE OF ORDER/ACTION: MAY 11, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: REMBERT, ORENTHAL  
TCH NUMBER: OXR-0113-1592  
DATE OF ORDER/ACTION: MARCH 29, 2018  
ORDER/ACTION: DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SCIARA, LAURA ELIZABETH  
TCH NUMBER: LES-0036-1670  
DATE OF ORDER/ACTION: APRIL 25, 2018  
MUST MEET ALL TERMS: COMPLETE AN ONLINE CLASS ON EDUCATOR ETHICS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION HER CERTIFICATE  
LETTER OF REPRIMAND

NAME: SPARKS, ANGELIA  
TCH NUMBER: AXS-0112-1761  
DATE OF ORDER/ACTION: MAY 7, 2018  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: STRoup, JUSTIN LANE  
TCH NUMBER: JLS-0081-3138  
DATE OF ORDER/ACTION: MARCH 26, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE
THOMPSON, DOLORES ANN
DAT-0011-2635
MAY 15, 2018
REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

WRIGHT, PATRICK E.
PEW-0037-9777
MAY 1, 2018
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 5/1/2018 THROUGH 4/30/2019
MUST MEET ALL TERMS:
COMPLETE EDU 4422, OR A SIMILAR ALTERNATIVE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND

YEAGER, AMIE MARIE HALL
AHY-0034-4593
APRIL 12, 2018
SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

Enclosure: The Requirement to Report Misconduct

cc: Private School Administrators
Deans of Colleges of Education
Dr. Daniel Boyd
Dr. Jayne A. Meyer
Mr. J. Jason Swann
Mrs. Shavon H. Cummings

FY18-2112
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.