January 16, 2019

MEMORANDUM

TO: City and County Superintendents

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 immorality or discreditable conduct or disrepute 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 discreditable conduct or disrepute or indecent behavior. For details regarding the actions listed below, please contact the Educator Certification Section.

NAME: ALFORD, CHRISTOPHER DAKOTA
TCH NUMBER: CDA-0040-0702
DATE OF ORDER/ACTION: OCTOBER 26, 2018
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES UPON SUCCESSFUL COMPLETION OF NASDTEC BOUNDARIES COURSE MUST MEET ALL TERMS: COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: ANDERS, MICHAEL JERMAINE
TCH NUMBER: MXA-0109-3030
DATE OF ORDER/ACTION: NOVEMBER 2, 2018
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE

NAME: BURCHFIELD, GENE ALYCE HEATON
TCH NUMBER: GHB-0036-9265
DATE OF ORDER/ACTION: OCTOBER 23, 2018
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 10/24/2017 THROUGH 10/23/2018 MUST MEET ALL TERMS: UNDERGO TEST SECURITY TRAINING COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE LETTER OF REPRIMAND
NAME: BUTCHER, TEDDIE WALL  
TCH NUMBER: TWB-0038-8756  
DATE OF ORDER/ACTION: NOVEMBER 7, 2018  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 11/7/2018 THROUGH 7/1/2019  
MUST MEET ALL TERMS: COMPLETE A CLASS OR COURSE ON RACIAL ISSUES COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES  
LETTER OF REPRIMAND

NAME: CATALDO, JENNIFER LEE FLYNN  
TCH NUMBER: JLF-0036-7066  
DATE OF ORDER/ACTION: OCTOBER 15, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: COKE, JR., STEVEN  
TCH NUMBER: SLC-0114-7628  
DATE OF ORDER/ACTION: OCTOBER 2, 2018  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: DAVIS, CASSAUNDRA ELIZABETH  
TCH NUMBER: CED-0105-0454  
DATE OF ORDER/ACTION: OCTOBER 2, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: DOWNEY, KIMBERLY DAWN MCKAY  
TCH NUMBER: KMD-0035-7311  
DATE OF ORDER/ACTION: SEPTEMBER 28, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: DOY, NIYAH  
TCH NUMBER: NXD-0113-8212  
DATE OF ORDER/ACTION: OCTOBER 1, 2018  
ORDER/ACTION: LETTER OF CAUTION

NAME: DYESS, KEVIN RONNIE  
TCH NUMBER: KRD-0039-9009  
DATE OF ORDER/ACTION: NOVEMBER 5, 2018  
ORDER/ACTION: MUST MEET TERM ALL TERMS: COMPLETE CLASSROOM MANAGEMENT COURSE COMPLETE BOUNDARIES COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES  
LETTER OF REPRIMAND

NAME: GRACIA, CHRISTOPHER DAVID  
TCH NUMBER: A.K.A. GARCIA, CHRISTOPHER DAVID  
DATE OF ORDER/ACTION: OCTOBER 19, 2018  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: GREENLEA, GLENCILE ANNETTE MONTGOMERY  
TCH NUMBER: GMG-0031-2888  
DATE OF ORDER/ACTION: SEPTEMBER 17, 2018  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE UNTIL COMPLETION OF PROFESSIONAL CONDUCT CLASS
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NAME: GUNN, MARVIN GLENN
TCH NUMBER: MGG-0077-8381
DATE OF ORDER/ACTION: OCTOBER 2, 2018
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE COURT ORDERED DRUG PROGRAM PROVIDE PROOF OF PARTICIPATION AND SUCCESSFUL COMPLETION OF THE DRUG PROGRAM UNDERGO RANDOM DRUG TESTING FOR SIX (6) MONTHS COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: HALL, ASHLEY NELSON
TCH NUMBER: ANH-0037-4598
DATE OF ORDER/ACTION: OCTOBER 18, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: HANN, IV, CLARENCE
TCH NUMBER: CXH-0037-3129
DATE OF ORDER/ACTION: OCTOBER 30, 2018
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: HELUS, THOMAS WAYNE
TCH NUMBER: TWH-0038-9360
DATE OF ORDER/ACTION: SEPTEMBER 28, 2018
ORDER/ACTION: LETTER OF CAUTION

NAME: HYBART, AMANDA DIANE MCKENZIE
TCH NUMBER: HDA-0100-6523
DATE OF ORDER/ACTION: NOVEMBER 5, 2018

NAME: KEY, MARY MARGARET
TCH NUMBER: MMK-0040-2376
DATE OF ORDER/ACTION: OCTOBER 11, 2018
ORDER/ACTION: MUST MEET TERM: COMPLETE THE NASDTEC PREVENTION AND CORRECTION CLASS LETTER OF CAUTION

NAME: MANGUM, ROBBIE DEARTCY
TCH NUMBER: RDM-0108-2964
DATE OF ORDER/ACTION: OCTOBER 3, 2018
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE A NASDTEC CLASS UNDERGO RANDOM DRUG TESTING AT LEAST THREE TIMES WITHIN THE NEXT YEAR LETTER OF CAUTION
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<td>SEPTEMBER 17, 2018</td>
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NAME: TAYLOR, KAREN ANN RIGGINS
TCH NUMBER: KRT-0110-8366
DATE OF ORDER/ACTION: OCTOBER 2, 2018
ORDER/ACTION: MUST MEET TERM:
COMPLETE ETHICS TRAINING THROUGH NASDTEC
LETTER OF REPRIMAND

NAME: TEAGUE, DONALD CAREY
TCH NUMBER: DCT-0038-3971
DATE OF ORDER/ACTION: SEPTEMBER 26, 2018
ORDER/ACTION: REVOKED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND
ALABAMA BUS DRIVER CERTIFICATE

NAME: WALKER, AMBROSIA
TCH NUMBER: ALW-0106-7891
DATE OF ORDER/ACTION: OCTOBER 31, 2018
ORDER/ACTION: MUST MEET TERMS:
CONTINUE COUNSELING FOR AN ADDITIONAL 12 MONTHS
PROVIDE MONTHLY UPDATES TO DOCUMENT CONTINUED ATTENDANCE
LETTER OF REPRIMAND

EGM:SHC:KB

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

FY19-2038
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 Requiring a Report

- Allegations of sexual contact or a sexual relationship between a teacher and a child or student. This includes, but is not limited to, rape, sodomy, dating, explicit text messages, “sexting,” inappropriate intimate contact, possession of child pornography, or professions of romantic love.
- Allegations of the maltreatment of a child or student. This includes, but is not limited to, 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, but is not limited to, 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, or the abuse of prescription drugs.
- Allegations of property crimes. This includes, but is not limited to, stealing from a school system, misusing public or student money, or using public resources or positions for private gain.
- Allegations of cheating on standardized student assessments. This includes, but is not limited to, violating any testing rule established by the Department of Education.
- Allegations of falsifying or manipulating student data. This includes, but is not limited to, falsifying attendance records, transcripts, or grades.
- Allegations of falsifying professional qualifications or important documents.
- Allegations of the harassment of colleagues.

Reports should be mailed to:
Mr. Corey Martin, Assistant Coordinator Background Review
Alabama State 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) 694-4557.