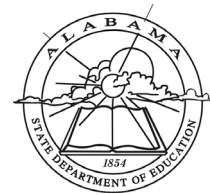




STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

October 15, 2026

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 (2026), 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 make a summary disposition when, after a reasonable and diligent effort, a notice of proposed action or final decision could not be served upon the respondent. *Alabama Administrative Code*, Rule 290-3-2-.04(6)(a)(2026). In those situations, once the respondent’s whereabouts become known, the Department may then serve the respondent with notice of the proposed action or final decision, Rule 290-3-2-.04(6)(b)(2026).

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:	AKRIDGE, YVETTE MARIE GRUCZA
ALSDE ID:	YGA-0036-5988
DATE OF ORDER/ACTION:	JUNE 26, 2026
ORDER/ACTION:	MUST MEET ALL TERMS: COMPLETE THE TEST RE-TRAINING COURSE SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY THE FIRST CALENDAR DAY OF EACH MONTH FOR TEN (10) CONSECUTIVE MONTHS LETTER OF CAUTION
NAME:	BAGGETT, III, JERRY PARKER
ALSDE ID:	JPB-0034-4696
DATE OF ORDER/ACTION:	JULY 7, 2026
ORDER/ACTION:	PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE FROM 7/7/2026 THROUGH 1/6/2027 LETTER OF CAUTION

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City and County Superintendents of Education
Page 2
October 15, 2026

NAME: BAEDER, SUSAN RENEE HICKS
ALSDE ID: SHB-0034-6161
DATE OF ORDER/ACTION: JULY 6, 2026
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
FROM 6/20/2026 THROUGH 6/30/2026
MUST MEET TERM:
COMPLETE TEST SECURITY TRAINING
LETTER OF REPRIMAND

NAME: BYRD, ALFREDA
ALSDE ID: AXB-0089-3146
DATE OF ORDER/ACTION: JULY 8, 2026
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE THE FREE ONLINE ALABAMA STATE ETHICS COMMISSION
TRAINING
UNDERGO DRUG TESTING ONCE A MONTH FOR SIX (6) MONTHS
LETTER OF CAUTION

NAME: CLARK, LAYLA
ALSDE ID: LJC-0038-0967
DATE OF ORDER/ACTION: JULY 20, 2026
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 7/20/2026 THROUGH 1/19/2027
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 1/20/2027 THROUGH 1/19/2028
MUST MEET ALL TERMS:
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE TRUST, HUMOR, PRAISE, AND CONNECTION FOR
MEANINGFUL RELATIONSHIPS WITH STUDENTS
LETTER OF REPRIMAND

NAME: HAYNES, DESUNAY
ALSDE ID: DXH-0124-5326
DATE OF ORDER/ACTION: JULY 9, 2026
ORDER/ACTION: **PROBATION:** ALABAMA SUBSTITUTE LICENSE
FROM 7/9/2026 THROUGH 1/8/2027
MUST MEET ALL TERMS:
COMPLETE TWELVE (12) HOURS OF CONTINUING EDUCATION FOCUSING
ON CLASSROOM MANAGEMENT AND DEESCALATION OF CONFLICT
WITHOUT USE OF PHYSICAL FORCE
COMPLETE THE ALABAMA STATE ETHICS COMMISSION TRAINING
SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY THE
THIRD (3RD) CALENDAR DAY OF EACH MONTH FOR SIX (6)
CONSECUTIVE MONTHS

NAME: HERRING, ANGELA KAY NELMS
ALSDE ID: AKK-0088-2402
DATE OF ORDER/ACTION: JULY 8, 2026
ORDER/ACTION: **MUST MEET TERM:**
UNDERGO SEVEN (7) DRUG AND ALCOHOL
TESTS DURING SPECIFIED TWELVE (12) MONTH PERIOD
LETTER OF CAUTION

NAME: JOHNSON, BRIANNA MCKALA
ALSDE ID: BMJ-0124-2607
DATE OF ORDER/ACTION: JULY 2, 2026
ORDER/ACTION: **PROBATION:** ALABAMA SUBSTITUTE LICENSE
FROM 7/2/2026 THROUGH 8/28/2030 OR UNTIL THE DOCUMENTED
COMPLETION OF RESPONDENT'S CRIMINAL PROBATION
MUST MEET ALL TERMS:
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY THE
THIRD (3RD) CALENDAR DAY OF EACH MONTH UNTIL AUGUST 28, 2030
(UNLESS THE RESPONDENT'S PROBATION ENDS EARLIER)
LETTER OF REPRIMAND

NAME: KIBLER, GILFORD
ALSDE ID: GXK-0128-9051
DATE OF ORDER/ACTION: JULY 22, 2026
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: RITCHIE, WILLIAM TRAVIS
ALSDE ID: WTR-0105-3104
DATE OF ORDER/ACTION: JULY 21, 2026
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: STEPHENS, GAIL ALFORD
ALSDE ID: GAS-0099-1884
DATE OF ORDER/ACTION: JULY 2, 2026
ORDER/ACTION: **PROBATION:** ALABAMA BUS DRIVER CERTIFICATE
FROM 7/2/2026 THROUGH 7/1/2027
MUST MEET TERM:
SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY
THE SEVENTH (7TH) CALENDAR DAY OF EACH MONTH FOR TWELVE (12)
CONSECUTIVE MONTHS
LETTER OF REPRIMAND

NAME: TAYLOR, JR., BOBBY RAY
ALSDE ID: BRT-0080-4985
DATE OF ORDER/ACTION: JULY 2, 2026
ORDER/ACTION: **PROBATION:** ALABAMA BUS DRIVER CERTIFICATE
FROM 7/2/2026 THROUGH 7/1/2027
MUST MEET TERM:
COMPLETE THE NEW BUS DRIVER TRAINING COURSE
LETTER OF REPRIMAND

NAME: THORNTON, ODESSA
ALSDE ID: OLT-0104-6460
DATE OF ORDER/ACTION: JUNE 29, 2026
ORDER/ACTION: **MUST MEET TERM:**
SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY THE FIRST
CALENDAR DAY OF EACH MONTH UNTIL JUNE 2027
LETTER OF CAUTION

City and County Superintendents of Education
Page 4
October 15, 2026

NAME: WARD, MELINDA ELAINE
ALSDE ID: MEW-0035-7455
DATE OF ORDER/ACTION: JULY 1, 2026
ORDER/ACTION: **PROBATION:** SUITABILITY
FROM 7/1/2026 THROUGH 6/30/2027
MUST MEET ALL TERMS:
COMPLETE AN ANGER MANAGEMENT COURSE, A CLASSROOM
MANAGEMENT COURSE, AND THE NASDTEC PREVENTION AND
CORRECTION COURSE
SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY THE
SIXTH (6TH) CALENDAR DAY OF EACH MONTH UNTIL JUNE 30, 2027
LETTER OF REPRIMAND

NAME: WATTS, STEPHANIE PRUITT
ALSDE ID: SPW-0031-1198
DATE OF ORDER/ACTION: JULY 13, 2026
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN ETHICS COURSE AND A CAREER AND TECHNICAL
EDUCATION TESTING COURSE

EGM:SYH:SLC

ENCLOSURE: *The Requirement to Report Misconduct*

cc: Private School Administrators
Deans of Colleges of Education
Mrs. Angela Martin
Mr. J. Jason Swann
Ms. Shavon Y. Harris
Dr. Kelly Stanton

FY27-2005

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 Alabama State 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:
Alabama State Department of Education
Office of Teaching and Learning
Educator Certification Section
Attention: Background Reviews
P.O. Box 302101
Montgomery, AL 36130-2101

Additional questions may be directed to Kennita Betts by telephone at (334) 694-4557 or by email at kbetts@alsde.edu.