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 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: AEBY, MICHAEL DAVID  
TCH NUMBER: MDA-0116-4409  
DATE OF ORDER/ACTION: JULY 31, 2019  
ORDER/ACTION: MUST MEET ALL TERMS: PROVIDE A COPY OF THE DOCUMENTATION HE HAS COMPLETED AN INTENSIVE ALCOHOL REHABILITATION PROGRAM THROUGH THE COURT QUARTERLY ALCOHOL SCREENINGS FOR ONE YEAR

NAME: ANDERSON, GRADY  
TCH NUMBER: GXA-0114-9455  
DATE OF ORDER/ACTION: JUNE 25, 2019  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: BINION, MONTOYA HURST  
TCH NUMBER: MHB-0037-0361  
DATE OF ORDER/ACTION: JULY 21, 2019  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE ONLINE COURSE THROUGH NASDTEC COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES LETTER OF CAUTION
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<tr>
<td>Bulger, Tallulah Adelle</td>
<td>TXB-0112-4259</td>
<td>June 24, 2019</td>
<td>Voluntary Surrender: Alabama Substitute License</td>
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<tr>
<td>Farley, Demetrius Robert</td>
<td>DRF-0108-3415</td>
<td>August 1, 2019</td>
<td>Suspended until whereabouts become known: Alabama Professional Educator Certificate</td>
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<tr>
<td>Fray, Erica Nichole</td>
<td>FNE-0115-4371</td>
<td>July 8, 2019</td>
<td>Denied until whereabouts become known: Alabama Substitute License</td>
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<tr>
<td>Jones, Michael Stephen</td>
<td>MSJ-0037-2866</td>
<td>July 19, 2019</td>
<td>Voluntary Surrender: Alabama Professional Educator Certificates</td>
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<td>Liverett, Brandy</td>
<td>LXB-0108-6708</td>
<td>June 6, 2019</td>
<td>Denied: Alabama Substitute License</td>
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<tr>
<td>Moyers, Michael Glenn</td>
<td>MGM-0111-8809</td>
<td>July 8, 2019</td>
<td>Voluntary Surrender: Alabama JROTC Certificate</td>
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<td>RAMMAGE, TAFFNEY DAWN RAY</td>
<td>TRT-0038-2250</td>
<td>AUGUST 6, 2019</td>
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<td>ROBINSON, WILLIAM DAVID</td>
<td>WDR-0113-9542</td>
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<td>NAME</td>
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<td>SCOTT, QUANA LASHAWN BROWN</td>
<td>QBS-0033-1760</td>
<td>JULY 21, 2019</td>
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<td>SMITH, KEDRIC DEWAYNE</td>
<td>KDS-0115-9549</td>
<td>JUNE 17, 2019</td>
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<td>STAFFORD, JANICE</td>
<td>JXS-0077-4145</td>
<td>JUNE 19, 2019</td>
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<td>SWAFFORD, SARAH NOEL SMITH</td>
<td>SNS-0104-5891</td>
<td>JULY 30, 2019</td>
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NAME: TEMPLETON, CHARLES  
TCH NUMBER: CXT-0105-0730  
DATE OF ORDER/ACTION: JUNE 13, 2019  
ORDER/ACTION: MUST MEET ALL TERMS: ATTEND THE NEW BUS DRIVER TRAINING  
TAKE AND PASS THE FIELD TEST  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE  
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
CERTIFICATE

NAME: TERRELL, TRACI ANN  
TCH NUMBER: TAT-0107-9409  
DATE OF ORDER/ACTION: JUNE 24, 2019  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE

NAME: THOMPSON, ERICA CHANTILLE  
TCH NUMBER: ECT-0109-3305  
DATE OF ORDER/ACTION: JULY 9, 2019  
ORDER/ACTION: MUST MEET ALL TERMS: ATTEND A 30 HOUR CLASSROOM MANAGEMENT COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE  
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
CERTIFICATE OR LICENSE

NAME: VANEK, MARK ANTHONY  
TCH NUMBER: MXV-0108-9184  
DATE OF ORDER/ACTION: AUGUST 12, 2019  
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA  
SUBSTITUTE LICENSE

NAME: VARNUM, AMANDA SHEA FOLEY  
TCH NUMBER: AFV-0039-4836  
DATE OF ORDER/ACTION: JUNE 6, 2019  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATES

NAME: VINCENT, KENNETH  
TCH NUMBER: KXV-0099-6875  
DATE OF ORDER/ACTION: JUNE 27, 2019  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: WALDON, HILLERY JADE  
TCH NUMBER: HJW-0116-2996  
DATE OF ORDER/ACTION: JULY 9, 2019  
ORDER/ACTION: LETTER OF REPRIMAND

NAME: WEBSTER, JAMES JOSEPH  
TCH NUMBER: JJW-0100-2695  
DATE OF ORDER/ACTION: JUNE 21, 2019  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE

NAME: WILKINS, ROBERT REOMA  
TCH NUMBER: RRW-0113-3200  
DATE OF ORDER/ACTION: JUNE 7, 2019  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE
WINGARD, JOAN BRENTA RYALS
A.K.A. MCNEIL, JOAN BRENDA WINGARD
JRM-0028-9599
JUNE 6, 2019
SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
PROFESSIONAL EDUCATOR CERTIFICATE

WRIGHT, PEGGY GAIL
PGW-0076-0739
JULY 8, 2019
VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

ENCLORSEMENT: 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

FY19-2155
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:
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.