



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Ed Richardson
Interim State Superintendent of Education

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Ed Richardson
Interim Secretary and
Executive Officer

March 13, 2018

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Ed Richardson *ER*
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: BLACK, JR., DONALD DEWAYNE
TCH NUMBER: DDB-0034-2126
DATE OF ORDER/ACTION: AUGUST 11, 2017
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE
AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 8/11/2017 THROUGH 5/10/2018
MUST MEET ALL TERMS:
ATTEND TWO (2) TRAINING COURSES
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATES
LETTER OF REPRIMAND

NAME: CARO, SARAH MICHELLE
TCH NUMBER: SMC-0109-6353
DATE OF ORDER/ACTION: JANUARY 29, 2018
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

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NAME: CLECKLER, LORI ANN MUNCHER
TCH NUMBER: LMC-0033-2567
DATE OF ORDER/ACTION: DECEMBER 4, 2017
ORDER/ACTION: **MUST MEET ALL TERMS:**
ATTEND TWO (2) CLASSES: PRE-APPROVED BY THE ALSDE OFFICE
OF GENERAL COUNSEL
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES
LETTER OF REPRIMAND

NAME: CUNNINGHAM, PATRICK
TCH NUMBER: PDC-0112-8508
DATE OF ORDER/ACTION: JANUARY 19, 2018
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: DAILEY, DARIOUS
TCH NUMBER: DXD-0111-1992
DATE OF ORDER/ACTION: JANUARY 25, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: DOWNEY, KIMBERLY DAWN MCKAY
TCH NUMBER: KMD-0035-7311
DATE OF ORDER/ACTION: JANUARY 22, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

NAME: FEW, BOBBIE DANETTE OVERTON
TCH NUMBER: BDF-0107-8004
DATE OF ORDER/ACTION: JANUARY 2, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: GILLESPIE, JOANN
TCH NUMBER: JXG-0075-3985
DATE OF ORDER/ACTION: JANUARY 8, 2018
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA BUS
DRIVER CERTIFICATE

NAME: GRACIE, ANQUANETTE
TCH NUMBER: AXG-0104-7185
DATE OF ORDER/ACTION: JANUARY 3, 2018
ORDER/ACTION: **PROBATION:** FOR ONE YEAR OR UNTIL RESPONDENT FINISHES MAKING
COURT ORDERED PAYMENTS, WHICHEVER IS LONGER
LETTER OF REPRIMAND

NAME: HAGLER, JERRY B.
TCH NUMBER: JBH-0112-7653
DATE OF ORDER/ACTION: JANUARY 2, 2018
ORDER/ACTION: **PROBATION:** FROM 1/2/2018 THROUGH 1/1/2020
MUST MEET TERM:
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION
LETTER OF REPRIMAND

NAME: HALE, EMILY CRISTINA
TCH NUMBER: ECC-0076-7283
DATE OF ORDER/ACTION: DECEMBER 19, 2017
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE
FEBRUARY 14, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: HERNANDEZ, CHRISSY LANE WILLYARD
TCH NUMBER: CXH-0105-9102
DATE OF ORDER/ACTION: JANUARY 29, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: KNIGHT, CHRISTOPHER ALBERT
TCH NUMBER: CXK-0101-8070
DATE OF ORDER/ACTION: JANUARY 25, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: LOVE, SANDY MICHELLE FOREHAND
TCH NUMBER: SFL-0037-2617
DATE OF ORDER/ACTION: FEBRUARY 2, 2010
ORDER/ACTION: **DENIED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: LOWE, MONTERRIUS ANTONIO
TCH NUMBER: MAL-0106-7259
DATE OF ORDER/ACTION: JANUARY 31, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: MIDDLETON, CONNIE KELLY
TCH NUMBER: A.K.A. MIDDLETON-SPANN, CONNIE KELLY
DATE OF ORDER/ACTION: CKM-0034-2016
ORDER/ACTION: JUNE 7, 2017
SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 8/8/2016 THROUGH 9/11/2016
PROBATION: FROM 6/7/2017 THROUGH 6/6/2018
MUST MEET ALL TERMS:
ATTEND PREAPPROVED CLASSROOM MANAGEMENT TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF REPRIMAND

NAME: MILLER, MARQUITA JENE'
TCH NUMBER: MXM-0106-5315
DATE OF ORDER/ACTION: JANUARY 23, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: MURRAY, LEWIS MONROE
TCH NUMBER: LMM-0032-8347
DATE OF ORDER/ACTION: OCTOBER 24, 2016
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: NEEL, JASON
TCH NUMBER: JGN-0074-0888
DATE OF ORDER/ACTION: DECEMBER 20, 2017
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 4/25/2017 THROUGH 4/24/2018
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 4/25/2018 THROUGH 10/24/2019
MUST MEET ALL TERMS:
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
SUCCESSFULLY COMPLETE A FITNESS FOR DUTY EVALUATION BY A PROFESSIONAL COUNSELOR, PSYCHOLOGIST, OR PSYCHIATRIST
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND

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NAME: OSBORNE, BARBI MICHELLE
TCH NUMBER: BMO-0102-6228
DATE OF ORDER/ACTION: JANUARY 19, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: PATE, JODIE RENE MIZZELL
TCH NUMBER: JMP-0037-5235
DATE OF ORDER/ACTION: JANUARY 16, 2018
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 1/16/2018 THROUGH 7/15/2019
MUST MEET ALL TERMS:
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE
LETTER OF REPRIMAND

NAME: POSEY, DEBERAH L. GLENN
TCH NUMBER: DGP-0072-0183
DATE OF ORDER/ACTION: JANUARY 31, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: RANKIN, RANDALL JACKSON
TCH NUMBER: RJR-0032-3545
DATE OF ORDER/ACTION: JANUARY 25, 2018
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: RICHARDS, SR., LAKWAJAME SAVATAE
TCH NUMBER: LSR-0112-3902
DATE OF ORDER/ACTION: JANUARY 10, 2018
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA SUBSTITUTE
LICENSE

NAME: SCHMICK, SANDY LEIGH EAST
TCH NUMBER: SES-0033-7699
DATE OF ORDER/ACTION: DECEMBER 14, 2017
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN ONLINE COURSE REGARDING DANGERS OF WEAPONS
ON SCHOOL GROUNDS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES
LETTER OF REPRIMAND

NAME: SMITH, AMANDA S. HOWARD
TCH NUMBER: A.K.A. KELSEY, AMANDA SMITH
DATE OF ORDER/ACTION: AHS-0088-4580
ORDER/ACTION: JANUARY 23, 2018
REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: SNELL, SCOTTY LAMAR
TCH NUMBER: SLS-0040-2753
DATE OF ORDER/ACTION: JANUARY 11, 2018
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: STOVALL, JR., BRIAN KEITH
TCH NUMBER: BKS-0039-6228
DATE OF ORDER/ACTION: JANUARY 2, 2018
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
FROM 1/2/2018 THROUGH 1/1/2019
MUST MEET ALL TERMS:
UNDERGO RANDOM QUARTERLY DRUG TESTING AT THE RATE OF ONE
PER QUARTER
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATES

NAME: WATKINS, MICHAEL SHANE
TCH NUMBER: MSW-0036-1654
DATE OF ORDER/ACTION: DECEMBER 6, 2017
ORDER/ACTION: **MUST MEET ALL TERMS:**
RESIGN HIS EMPLOYMENT FROM HIS LOCAL SCHOOL SYSTEM BEFORE
HIS EMPLOYMENT HEARING AND WILL OFFER HIS RESIGNATION BY
NOVEMBER 14, 2017
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE CLASSROOM MANAGEMENT IN THE 21ST CENTURY COURSE
ON THE DEPARTMENT OF EDUCATION'S ELEARNING WEBSITE
LETTER OF REPRIMAND

NAME: WHITE, THOMAS CLARENCE
TCH NUMBER: TXW-0113-0177
DATE OF ORDER/ACTION: JANUARY 30, 2018
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

ER:SHC:KB

Enclosure: The Requirement to Report Misconduct

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

FY18-2063



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.