



STATE OF ALABAMA
DEPARTMENT OF EDUCATION




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

June 30, 2021

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.

<p>NAME: TCH NUMBER: DATE OF ORDER/ACTION: ORDER/ACTION:</p>	<p>ADAIR, TIFFANY DAWN TDA-0111-1799 MARCH 29, 2021 PROBATION: ALABAMA SUBSTITUTE LICENSE FROM 3/29/2021 THROUGH 3/28/2024 MUST MEET ALL TERMS: COMPLETE A PRO ETHICS OR NASDTEC COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER LICENSE LETTER OF REPRIMAND</p>
<p>NAME: TCH NUMBER: DATE OF ORDER/ACTION: ORDER/ACTION:</p>	<p>ALLEN, ELIZABETH DARLENE STEPHENS ESA-0088-0236 MARCH 24, 2021 REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE</p>

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NAME: BARROW, LEROY LEE
TCH NUMBER: LLB-0032-2172
DATE OF ORDER/ACTION: APRIL 12, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: BELL, FRANKIE LASHAWN ASKEW
TCH NUMBER: FLB-0037-3487
DATE OF ORDER/ACTION: APRIL 19, 2021
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE THREE TRAINING COURSES TO INCLUDE MANDATORY REPORTING TRAINING, ETHICS COMMISSION TRAINING, AND AASBO TRAINING REGARDING PROPER SCHOOL MONEY HANDLING PROCEDURES COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: BELL, JR., KENNETH VON
TCH NUMBER: KXB-0117-7966
DATE OF ORDER/ACTION: MARCH 24, 2021
ORDER/ACTION: **DENIED:** ALABAMA CAREER AND TECHNICAL EDUCATOR CERTIFICATE

NAME: BIBB, JR., JAMES OTIS
TCH NUMBER: JOB-0037-1344
DATE OF ORDER/ACTION: APRIL 19, 2021
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 3/30/2021 THROUGH 3/29/2023
MUST MEET ALL TERMS:
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE SEXUAL HARASSMENT PREVENTION 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: BLANEY, JASON P.
TCH NUMBER: JPB-0039-6991
DATE OF ORDER/ACTION: MARCH 15, 2021
ORDER/ACTION: **REVOKED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: BRYARS, KAYLA JOY
TCH NUMBER: KJB-0110-9211
DATE OF ORDER/ACTION: MARCH 24, 2021
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA SUBSTITUTE LICENSE

NAME: CARMICHAEL, ANDREA DEE
TCH NUMBER: ADC-0119-3379
DATE OF ORDER/ACTION: APRIL 13, 2021
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: CLARK, TAHIETA SHANA
TCH NUMBER: TSC-0039-5504
DATE OF ORDER/ACTION: APRIL 19, 2021
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 4/19/2021 THROUGH 6/30/2021 OR UNTIL RESPONDENT PROVIDES DOCUMENTATION THAT THE PROBATION IN HER CRIMINAL CASE HAS BEEN REMOVED
MUST MEET ALL TERMS:
COMPLETE PRO ETHICS CLASS
COMPLETE ANGER MANAGEMENT CLASS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES
LETTER OF REPRIMAND

NAME: COLLIER, PATRICIA GAIL BUSH
TCH NUMBER: PBC-0031-3779
DATE OF ORDER/ACTION: APRIL 9, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: EDGAR, SHAQUATTA
TCH NUMBER: SXE-0115-7367
DATE OF ORDER/ACTION: APRIL 7, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: FROST, LINDSEY DUNLAP
TCH NUMBER: LXD-0105-5098
DATE OF ORDER/ACTION: APRIL 9, 2021
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: HAWKINS, KENEICA
A.K.A HAWKINS, KENEICE
TCH NUMBER: KSH-0081-4503
DATE OF ORDER/ACTION: APRIL 5, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: JETT, REBECCA LOUISE
TCH NUMBER: RLJ-0036-1235
DATE OF ORDER/ACTION: MARCH 16, 2021
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE TWO ETHICS COURSES THROUGH THE NATIONAL EDUCATION ASSOCIATION
LETTER OF REPRIMAND

NAME: JONES, LANNY EARL
TCH NUMBER: LEJ-0037-1631
DATE OF ORDER/ACTION: MAY 27, 2021
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE FROM 5/27/2021 THROUGH 05/26/2022
MUST MEET ALL TERMS:
COMPLETE THE ETHICS COMMISSION TRAINING
COMPLETE THE AASBO'S TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: KEEL, DEAWOOD
TCH NUMBER: DCK-0025-6518
DATE OF ORDER/ACTION: APRIL 14, 2021
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: KINNEY, APRIL
TCH NUMBER: AXK-0115-5016
DATE OF ORDER/ACTION: MARCH 24, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: LANE, BILLY
TCH NUMBER: BPL-0118-5309
DATE OF ORDER/ACTION: DECEMBER 3, 2020
ORDER/ACTION: **PROBATION:** ALABAMA BUS DRIVER CERTIFICATE
FROM 9/15/2020 THROUGH 3/14/2021
MUST MEET TERM:
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND

NAME: MCMILLAN, CHRISTOPHER EUGENE
TCH NUMBER: CEM-0037-1391
DATE OF ORDER/ACTION: MARCH 15, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: NICHOLS, TIMETHIA JAMELL
TCH NUMBER: TJN-0037-5226
DATE OF ORDER/ACTION: APRIL 14, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

NAME: OWENS, TOMICA ROWE
TCH NUMBER: TXO-0117-6538
DATE OF ORDER/ACTION: APRIL 12, 2021
ORDER/ACTION: **DENIED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: PICKARD, AMY ELIZABETH BUGG
TCH NUMBER: APB-0118-7129
DATE OF ORDER/ACTION: APRIL 5, 2021
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO RANDOM DRUG TESTING (BREATHALYZER ONLY) FOR ONE
YEAR AT THE RATE OF FOUR PER YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY

NAME: ROSALES, RUBEN ADRIAN
TCH NUMBER: RXR-0107-1133
DATE OF ORDER/ACTION: APRIL 13, 2021
ORDER/ACTION: **MUST COMPLETE ALL TERMS:**
COMPLETE AN EDUCATOR ETHICS COURSE OFFERED THROUGH THE
ALABAMA STATE DEPARTMENT OF EDUCATION AND/OR ALABAMA
EDUCATION ASSOCIATION
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: SALTER, DARIUS KE'SHUN
TCH NUMBER: DXS-0116-9956
DATE OF ORDER/ACTION: MARCH 11, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: SALTER, KAREN LYN
TCH NUMBER: KLS-0112-0636
DATE OF ORDER/ACTION: APRIL 9, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: WILLIAMS, ANDRO DEWAYNE
TCH NUMBER: ADW-0035-9239
DATE OF ORDER/ACTION: MARCH 29, 2021
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE STATE EMPLOYEE ETHICS TRAINING
LETTER OF REPRIMAND

NAME: WILLOUGHBY, RONALD JASON
TCH NUMBER: RJW-0038-0710
DATE OF ORDER/ACTION: APRIL 9, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATE
AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: WITT, CARRIE C. CABRI
TCH NUMBER: CCW-0033-4836
DATE OF ORDER/ACTION: MARCH 22, 2021
ORDER/ACTION: **REVOKED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: WOOTEN, JACOB
TCH NUMBER: JAW-0107-5944
DATE OF ORDER/ACTION: APRIL 5, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

EGM:SHC:KB

Enclosure: *The Requirement to Report Misconduct*

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

FY21-2088



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.