MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey, Ed.D.
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: BARNES, BENJAMIN DAVID
TCH NUMBER: BDB-0111-4653
DATE OF ORDER/ACTION: MAY 19, 2021
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: BEARDEN, ADAM GREGORY
TCH NUMBER: BXA-0101-1162
DATE OF ORDER/ACTION: MAY 11, 2021
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: BELCHER, KIMBERLY DUPREE
TCH NUMBER: KDB-0037-1015
DATE OF ORDER/ACTION: MAY 19, 2021
ORDER/ACTION: MUST MEET TERM: UNDERGO RANDOM ALCOHOL TESTING AT THE RATE OF FOUR PER YEAR

NAME: BROOKS, KAREN LAVON WRIGHT
TCH NUMBER: KLB-0083-7786
DATE OF ORDER/ACTION: MAY 24, 2021
ORDER/ACTION: PERMANENT SUSPENSION: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE
NAME: CLEMENTS, TODD BROWNING
TCH NUMBER: TBC-0038-6252
DATE OF ORDER/ACTION: MAY 10, 2021
ORDER/ACTION: SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 2/1/2021 THROUGH 4/30/2021
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 5/1/2021 THROUGH 4/30/2023
MUST MEET ALL TERMS:
COMPLETE ETS’S PRO ETHICA CLASS OR THE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE TEACH FOR THE HEART OR A SIMILAR CLASS
COMPLETE PRE-APPROVED CLASS FOCUSED ON RACIAL ISSUES
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

LETTER OF REPRIMAND

NAME: FISK, SARAH ANN
TCH NUMBER: SXF-0115-6448
DATE OF ORDER/ACTION: MAY 7, 2021
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: GREEN, LARVELL
TCH NUMBER: LXG-0118-1770
DATE OF ORDER/ACTION: MAY 4, 2021
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: GUDGER, JOSEPH
TCH NUMBER: JDG-0103-2067
DATE OF ORDER/ACTION: MAY 21, 2021
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: HART, WILLIE DONNELL
A.K.A. HART, WILLIE DONNEL
TCH NUMBER: WDH-0036-0868
DATE OF ORDER/ACTION: MAY 19, 2021
ORDER/ACTION: MUST MEET ALL TERMS:
UNDERGO RANDOM ALCOHOL TESTING AT THE RATE OF FOUR PER YEAR FOR ONE YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: HIGHTOWER, KERRY LAVOR
TCH NUMBER: KXH-0117-3967
DATE OF ORDER/ACTION: MAY 21, 2021
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE THE REQUIREMENTS SET OUT IN THE SENTENCING ORDER ENTERED BY THE DISTRICT COURT OF MONTGOMERY COUNTY, ALABAMA SPECIFICALLY, CONSISTENTLY ATTEND AND COMPLETE THE EVEN PROGRAM; PAY FINES AND COSTS; NOT HARASS, THREATEN, ANNOY OR BE INVOLVED IN ANY VIOLENT BEHAVIOR TOWARD THE VICTIM OR ANY OTHER PERSON; AND NOT BE ARRESTED ON ANY CRIMINAL CHARGE

NAME: HOWARD, JERMAINE MARQUAI
TCH NUMBER: JMH-0100-0240
DATE OF ORDER/ACTION: APRIL 29, 2021
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE
NAME: MARTIN, JOHN THOMAS  
TCH NUMBER: JXM-0112-2355  
DATE OF ORDER/ACTION: MAY 21, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE

NAME: MCCAGHREN, EMMA SHEALY  
TCH NUMBER: ERS-0116-7560  
DATE OF ORDER/ACTION: APRIL 27, 2021  
ORDER/ACTION: MUST MEET ALL TERMS:  
COMPLETE A CULTURAL SENSITIVITY COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: MILLER, BRUCE  
TCH NUMBER: BEM-0073-4665  
DATE OF ORDER/ACTION: AUGUST 3, 2021  
ORDER/ACTION: MUST MEET ALL TERMS:  
COMPLETE AN EDUCATOR ETHICS COURSE  
COMPLETE A CLASSROOM MANAGEMENT COURSE  
LETTER OF REPRIMAND

NAME: SANDERS, ANTHONY CRAIG  
TCH NUMBER: ACS-0107-0494  
DATE OF ORDER/ACTION: MAY 28, 2021  
ORDER/ACTION: MUST MEET ALL TERMS:  
COMPLETE A COURSE ON TEACHER/STUDENT BOUNDARIES  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: SANKS, PATRONYA VOSHA  
TCH NUMBER: PXS-0113-9660  
DATE OF ORDER/ACTION: MAY 4, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: SISK, THOMAS MICHAEL  
TCH NUMBER: TMS-0032-9206  
DATE OF ORDER/ACTION: MAY 24, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SMERAGLIA, CASEY ANDREW  
TCH NUMBER: CAS-0106-6863  
DATE OF ORDER/ACTION: MAY 27, 2021  
ORDER/ACTION: SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/1/2021 THROUGH 2/29/2024  
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/1/2024 THROUGH 2/28/2026  
MUST MEET ALL TERMS:  
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE  
COMPLETE AN ETHICS COURSE  
SUBMIT NEW FINGERPRINTS FOR A NEW FINGERPRINT-BASED CRIMINAL HISTORY CHECK WITHIN 30 DAYS OF THE END OF SUSPENSION  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
NAME: SMITH, MARLON GERALD
TCH NUMBER: MGS-0118-8742
DATE OF ORDER/ACTION: APRIL 19, 2021
ORDER/ACTION: LETTER OF REPRIMAND
MUST MEET ALL TERMS: UNDERGO RANDOM DRUG TESTING 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 HIS SUITABILITY

NAME: STEINMAN, ASHLEE ELIZABETH ROBINSON
TCH NUMBER: AER-0102-0702
DATE OF ORDER/ACTION: MAY 14, 2021
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: STIDHAM, TERRY LANDON
TCH NUMBER: TLS-0118-5317
DATE OF ORDER/ACTION: MAY 4, 2021
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: SURRET, JAMES GRANGER
TCH NUMBER: JGS-0109-6862
DATE OF ORDER/ACTION: MAY 25, 2021
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: TAYLOR, STEPHANIE RILEY
TCH NUMBER: SRC-0034-8319
DATE OF ORDER/ACTION: JUNE 3, 2021

NAME: WADLEY, JAMISON RICHARD
TCH NUMBER: JRW-0100-6670
DATE OF ORDER/ACTION: MAY 19, 2021
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE THE PROETHICA EDUCATOR COURSE AGREES TO HAVE SCHOOL SYSTEM'S HUMAN RESOURCES OFFICE OR PRINCIPAL SUBMIT PERSONNEL RECORDS AT THE END OF EACH SEMESTER OF HIS EMPLOYMENT UNTIL THE END OF JUNE 2022 COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OF CAUTION

NAME: WHITMIRE, JR., THEODORE DEVONNE
TCH NUMBER: TDW-0110-9741
DATE OF ORDER/ACTION: JUNE 8, 2021
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: WILLIAMS, MARY MINNIEFIELD
TCH NUMBER: MMW-0104-6949
DATE OF ORDER/ACTION: MAY 4, 2021
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE
NAME: WILSON, ABBY LEIGH TERRY  
TCH NUMBER: AXW-0118-5932  
DATE OF ORDER/ACTION: APRIL 29, 2021  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE

NAME: WISE, RODNEY JEROME 
TCH NUMBER: RJW-0080-6624 
DATE OF ORDER/ACTION: APRIL 28, 2021 
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: WITHERS, KIA  
TCH NUMBER: KXW-0118-7860  
DATE OF ORDER/ACTION: MAY 19, 2021  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: WRIGHT, STACY MICHELLE HOPSON  
TCH NUMBER: SXW-0118-8222 
DATE OF ORDER/ACTION: JUNE 9, 2021 
ORDER/ACTION: VOLUNTARY WITHDRAWAL: ALABAMA SUBSTITUTE LICENSE APPLICATION

EGM:SHC:KB

Enclosure: The Requirement to Report Misconduct

c: Private School Administrators  
Deans of Colleges of Education  
Mrs. Angela Martin  
Dr. Jayne A. Meyer  
Mr. J. Jason Swann  
Ms. Shavon Harris

FY21-2113
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.