September 22, 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.

NAME: BARBAREE, TAYLOR
TCH NUMBER: TPB-0079-6684
DATE OF ORDER/ACTION: JUNE 17, 2021
ORDER/ACTION: MUST MEET TERM: COMPLETE THE ALABAMA ETHICS COMMISSION ONLINE ETHICS TRAINING

NAME: BOLT, KIMBERLY LEANNE MORGAN
TCH NUMBER: KLE-0031-1336
DATE OF ORDER/ACTION: JULY 9, 2021
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
NAME: BRADY, BRIANNA DENISE  
TCH NUMBER: BDB-0114-5485  
DATE OF ORDER/ACTION: SEPTEMBER 10, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: BUTLER, ADAM THEODORE  
TCH NUMBER: ATB-0039-4248  
DATE OF ORDER/ACTION: JUNE 14, 2021  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 6/14/2021 UNTIL THE END OF PROBATIONARY PERIOD OF RESPONDENT'S FLORIDA CERTIFICATE OR IN ONE YEAR, WHICHEVER IS SHORTER

MUST MEET ALL TERMS:
COMPLY WITH THE TERMS OF THE FLORIDA COMMISSION ORDER AND PROVIDE DOCUMENTATION TO THE ALABAMA STATE DEPARTMENT OF EDUCATION ONCE OBLIGATIONS ARE MET
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS SUITABILITY

LETTER OF REPRIMAND

NAME: COOK, STEPHEN D.  
TCH NUMBER: SXC-0113-6530  
DATE OF ORDER/ACTION: JUNE 24, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: COMER, PRECIOUS S.  
TCH NUMBER: PSC-0107-9212  
DATE OF ORDER/ACTION: JUNE 14, 2021  
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE A CLASSROOM MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY

NAME: COTTON, DEANA LYNN  
TCH NUMBER: DLC-0102-1217  
DATE OF ORDER/ACTION: JULY 9, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: CRAIG, DAVID  
TCH NUMBER: DXC-0117-8217  
DATE OF ORDER/ACTION: JULY 8, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: DAILEY, SHEILA L.  
TCH NUMBER: SLD-0108-9124  
DATE OF ORDER/ACTION: JUNE 30, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: DAVIS, EMANUEL  
TCH NUMBER: EXD-0024-7579  
DATE OF ORDER/ACTION: JUNE 14, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
NAME: DOY, NIYAH  
TCH NUMBER: NXD-0113-8212  
DATE OF ORDER/ACTION: JUNE 9, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: EDGAR, SHAQUATTA  
TCH NUMBER: SXE-0115-7367  
DATE OF ORDER/ACTION: JUNE 24, 2021  
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: FREEMAN, COREY DON'TRELL  
TCH NUMBER: CDF-0119-0398  
DATE OF ORDER/ACTION: JULY 8, 2021  
ORDER/ACTION: PROBATION: SUITABILITY FROM 7/8/2021 THROUGH 7/7/2023  
MUST MEET ALL TERMS: ATTEND AN ANGER MANAGEMENT COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE LETTER OF CAUTION

NAME: GRIFFIN, JENNIFER NEW  
TCH NUMBER: JNG-0112-0417  
DATE OF ORDER/ACTION: JUNE 9, 2021  
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: HENDERSON, PAUL  
TCH NUMBER: PRH-0117-7875  
DATE OF ORDER/ACTION: JUNE 17, 2021  
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE

NAME: HEREDIA-ALVAREZ, DARIO  
TCH NUMBER: DXH-0107-6068  
DATE OF ORDER/ACTION: JUNE 30, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: HOLTMAN, MICHAEL TYLER  
TCH NUMBER: MTH-0105-7505  
DATE OF ORDER/ACTION: JULY 8, 2021  
ORDER/ACTION: MUST MEET ALL TERMS: PROVIDE A LETTER WITHIN FIVE (5) DAYS OF THE END OF EACH SCHOOL SEMESTER UNTIL DECEMBER 31, 2021 NOTING STATUS AS A BUS DRIVER/MECHANIC FOR CALHOUN COUNTY BOARD OF EDUCATION PROVIDE COURT RECORDS SHOWING THE RESOLUTION OF CRIMINAL CASE, INCLUDING PROBATION EXPIRED LETTER OF REPRIMAND

NAME: JAMES, III, WALTER  
TCH NUMBER: WXJ-0037-5944  
DATE OF ORDER/ACTION: JUNE 24, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA LEADERSHIP CERTIFICATES AND PROFESSIONAL EDUCATOR CERTIFICATES
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<td>MCWATERS, LAURA MICHELLE MORGAN</td>
<td>MUST MEET ALL TERMS: COMPLETE ALL THE TERMS OF THE PRE-TRIAL DIVERSION, WHICH INCLUDES: PAYING ALL RESTITUTION, COMPLETION OF A COURT- MANDATED COURSE, AND PERFORMING ALL COMMUNITY SERVICE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY</td>
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<td>WILLIAMS, MARSHA</td>
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NAME: WILLOUGHBY, MELISSA BETH SARTAIN
TCH NUMBER: MSH-0036-7251
DATE OF ORDER/ACTION: JULY 8, 2021
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
FROM 7/8/2021 THROUGH 1/7/2022
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
CERTIFICATES
LETTER OF REPRIMAND

NAME: WOLFE, AMANDA MARIE
TCH NUMBER: AMW-0101-2265
DATE OF ORDER/ACTION: JUNE 11, 2021
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: YOTHER, MARGO NICHOLE
TCH NUMBER: MNY-0111-6478
DATE OF ORDER/ACTION: JUNE 24, 2021
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
SUBSTITUTE LICENSE

EGM:SHC:KB

Enclosure: The Requirement to Report Misconduct

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

FY21-2124
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.