



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

September 22, 2021

**MEMORANDUM**

**TO:** City and County Superintendents of Education

**FROM:** Eric G. Mackey *EGM*  
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

Alabama  
State Board  
of Education

Governor Kay Ivey  
President

Jackie Zeigler  
District I

Tracie West  
District II

Stephanie Bell  
District III

Yvette M. Richardson, Ed.D.  
District IV  
Vice President

Tonya S. Chestnut, Ed.D.  
District V

Cynthia McCarty, Ph.D.  
District VI

Belinda McRae  
District VII

Wayne Reynolds, Ed.D.  
District VIII  
President Pro Tem

Eric G. Mackey, Ed.D.  
Secretary and  
Executive Officer

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 DONTRELL  
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

NAME: JOHNSON, KATELYN  
TCH NUMBER: KEJ-0107-8399  
DATE OF ORDER/ACTION: JUNE 30, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: LAWSON, CORY LEIGH MORRIS  
TCH NUMBER: CMI-0032-9814  
DATE OF ORDER/ACTION: JUNE 24, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA SUBSTITUTE LICENSE

NAME: LEWIS, III, JAMES  
TCH NUMBER: JXL-0116-1039  
DATE OF ORDER/ACTION: JUNE 30, 2021  
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: LEWIS, STEPFAN DEKOTA  
TCH NUMBER: SXL-0119-1434  
DATE OF ORDER/ACTION: JULY 7, 2021  
ORDER/ACTION: **LETTER OF CAUTION**

NAME: MAXWELL, ANDRE MIKEL  
TCH NUMBER: AMM-0100-3439  
DATE OF ORDER/ACTION: AUGUST 9, 2021  
ORDER/ACTION: **MUST MEET TERM:**  
COMPLETE AN ETHICS OR CLASSROOM MANAGEMENT COURSE  
**LETTER OF REPRIMAND**

NAME: MCWATERS, LAURA MICHELLE MORGAN  
TCH NUMBER: LMM-0034-8314  
DATE OF ORDER/ACTION: JULY 8, 2021  
ORDER/ACTION: **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

NAME: RICHARDSON, MICHAEL GREGORY  
TCH NUMBER: MGR-0039-9964  
DATE OF ORDER/ACTION: JUNE 9, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: WHORLEY, BRANDON RAPHAEL  
TCH NUMBER: BXW-0104-2003  
DATE OF ORDER/ACTION: JUNE 24, 2021  
ORDER/ACTION: **LETTER OF REPRIMAND**

NAME: WILLIAMS, MARSHA  
TCH NUMBER: MXW-0117-2893  
DATE OF ORDER/ACTION: JUNE 30, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

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.