January 12, 2022

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: ALMEIDA, WILLIAM
ALSDE ID: WXA-0109-2502
DATE OF ORDER/ACTION: SEPTEMBER 8, 2021
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: ANDERSON, JASON MICHAEL
ALSDE ID: JMA-0037-2951
DATE OF ORDER/ACTION: AUGUST 24, 2021
ORDER/ACTION: REVOKED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: ANGLE, MICHAEL JORDAN
ALSDE ID: MJA-0039-3686
DATE OF ORDER/ACTION: AUGUST 20, 2021
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
NAME: BLAKELY, TRACIE RENEA TOLBERT
ALSDE ID: TRT-0036-6367
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: MUST MEET ALL TERMS:
- COMPLETE RE-TRAINING ON PROPER GRADE PROCEDURES
- COMPLETE AN ETHICS COURSE
- COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
- LETTER OF REPRIMAND

NAME: BRANHAM, AMBER LASHAE
ALSDE ID: ALB-0114-3851
DATE OF ORDER/ACTION: SEPTEMBER 20, 2021
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: BURGESS, CLINTON DADE
ALSDE ID: CDB-0104-1916
DATE OF ORDER/ACTION: SEPTEMBER 22, 2021
ORDER/ACTION: VOLUNTARY SURRENDER OF RIGHT TO APPLY: ALABAMA BUS DRIVER CERTIFICATE

NAME: CAMPBELL, JR., COY FRANKLIN
ALSDE ID: CFC-0036-3465
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: PROBATION: ALABAMA LEADERSHIP CERTIFICATE, ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE, AND ALABAMA BUS DRIVER CERTIFICATE FROM 8/24/2021 THROUGH 8/23/2024
- MUST MEET ALL TERMS:
  MAKE RESTITUTION TO THE SCHOOL SYSTEM, CONSISTENT WITH CRIMINAL SENTENCE IN ESCAMBIA COUNTY CASE AND FURTHER PROOF TO ALABAMA STATE DEPARTMENT OF EDUCATION PAYMENTS HAVE BEEN MADE
  PROVIDE A LETTER AT END OF EVERY SEMESTER REGARDING EMPLOYMENT STATUS
  COMPLETE AN ETHICS COURSE
  COMPLY WITH THE TERMS OF CRIMINAL CASE PROBATION AND SENTENCE IN ESCAMBIA COUNTY CASE AND DOCUMENT THE END OF CRIMINAL PROBATION TO ALABAMA STATE DEPARTMENT OF EDUCATION
  COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
  LETTER OF REPRIMAND

NAME: CARPENTER, GILLIAM
ALSDE ID: GXC-0083-0247
DATE OF ORDER/ACTION: SEPTEMBER 23, 2021
ORDER/ACTION: PROBATION: ALABAMA BUS DRIVER CERTIFICATE FROM 9/23/2021 THROUGH 12/22/2021
- REPRIMAND

NAME: CLARDY, APRIL EDMISTON
ALSDE ID: AEC-0034-1652
DATE OF ORDER/ACTION: NOVEMBER 9, 2021
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
NAME: HALL, WAYBURN A.
ALSDE ID: WAH-0033-5276
DATE OF ORDER/ACTION: SEPTEMBER 15, 2021
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE 9/15/2021 THROUGH 9/14/2023
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: HARE, CHRISTOPHER RYAN
ALSDE ID: CXH-0034-1886
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: MUST MEET ALL TERMS:
SUCCESSFULLY COMPLETE AN APPROPRIATE PROFESSIONAL BOUNDARIES COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: HOLMES, II, DENNIS NOEL
ALSDE ID: DNH-0031-3784
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: JACKSON, JR., JAMES OLIVER
ALSDE ID: JOJ-0033-1856
DATE OF ORDER/ACTION: AUGUST 20, 2021
ORDER/ACTION: PROBATION: SUITABILITY FROM 8/16/2021 THROUGH 5/25/2022
MUST MEET ALL TERMS:
COMPLETE AN AASBO COURSE
COMPLETE AN ETHICS TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS SUITABILITY LETTER OF REPRIMAND

NAME: JOHNSON-CUTTEN, TONYA RENA‘ STYERS
ALSDE ID: TRJ-0119-8559
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021
ORDER/ACTION: DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: LEE, CHRISTINA OLIVIA
ALSDE ID: COL-0039-5991
DATE OF ORDER/ACTION: SEPTEMBER 7, 2021
ORDER/ACTION: MUST MEET ALL TERMS:
CONTINUE COUNSELING PROVIDE A FITNESS FOR DUTY
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES
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<tr>
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<tr>
<td>MAJOR, RHONDA MICHELE</td>
<td>RMM-0036-0737</td>
<td>SEPTEMBER 17, 2021</td>
<td>MUST MEET ALL TERMS: COMPLETE A CLASSROOM MANAGEMENT COURSE WITH A FOCUS ON DE-ESCALATION COMPLETE CULTURAL SENSITIVITY COURSE</td>
<td>REPRIMAND</td>
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<td>MALONE, TYREE</td>
<td>TXM-0119-6444</td>
<td>SEPTEMBER 8, 2021</td>
<td>ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE</td>
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<td>MASSIE, MICHAEL RAY</td>
<td>MRM-0119-2698</td>
<td>SEPTEMBER 1, 2021</td>
<td>ORDER/ACTION: VOLUNTARY WITHDRAWAL: ALABAMA BUS DRIVER CERTIFICATE</td>
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<tr>
<td>MONTGOMERY, BEVERLY KING ANDREWS</td>
<td>BAM-0032-0414</td>
<td>SEPTEMBER 2, 2021</td>
<td>ORDER/ACTION: PROBATION: SUITABILITY FROM 9/3/2021 THROUGH 9/2/2023 MUST MEET TERM: SUBMIT INFORMATION EVERY THREE MONTHS FROM MEDICAL PROVIDER THAT STATES WHETHER OR NOT IN COMPLIANCE WITH MENTAL HEALTH CARE TREATMENT PLAN, OR ALTERNATIVELY, THAT NO SUCH TREATMENT IS NEEDED</td>
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<td>NIXON, DIANA WEBB A.K.A. NIXON, DIANE W.</td>
<td>DMJ-0082-3206</td>
<td>SEPTEMBER 9, 2020</td>
<td>ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE AN ANGER MANAGEMENT COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY</td>
<td></td>
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<td>NORRIS, BRANDY LADONNA</td>
<td>BLN-0078-4560</td>
<td>AUGUST 25, 2021</td>
<td>ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE</td>
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</tbody>
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NAME: SANKS, PATRONYA VOSHA  
ALSDE ID: PXS-0113-9660  
DATE OF ORDER/ACTION: AUGUST 26, 2021  
ORDER/ACTION: PROBATION: ALABAMA SUBSTITUTE LICENSE  
FROM 8/26/2021 THROUGH 8/25/2022  
MUST MEET TERM: COMPLETE THE ALABAMA ETHICS COMMISSION ONLINE CLASS

NAME: SINGLETON, TYRAN  
ALSDE ID: TXS-0118-1123  
DATE OF ORDER/ACTION: SEPTEMBER 20, 2021  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: STONE, ADRIANN LASHUN HALL  
ALSDE ID: AHS-0035-2690  
DATE OF ORDER/ACTION: AUGUST 23, 2021  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES  
FROM 8/23/2021 THROUGH 1/22/2022  
MUST MEET ALL TERMS: COMPLETE CLASSROOM MANAGEMENT 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: WALDEN, ROBERT ALLEN  
ALSDE ID: RAW-0110-4877  
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: WORSHAM, KIMBERLY ANN MCCARTY  
ALSDE ID: KMW-0039-5909  
DATE OF ORDER/ACTION: AUGUST 25, 2021  
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES  
FROM 8/25/2021 THROUGH 8/24/2022  
MUST MEET ALL TERMS: COMPLETE COURSE ON BUILDING POSITIVE RELATIONSHIPS WITH STUDENTS, EDUCATOR ETHICS OR A SIMILAR TOPIC  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES  
LETTER OF REPRIMAND

EGM:SYH: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

FY22-2022
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.