



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

March 18, 2022

**MEMORANDUM**

**TO:** City and County Superintendents  
**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.

<p>NAME: ARNOLD, JACQUELINE MICHELE WALLEY ALSDE ID: JMW-0075-0556 DATE OF ORDER/ACTION: OCTOBER 28, 2021 ORDER/ACTION: <b>MUST MEET TERM:</b> COMPLETE AN ETHICS OR CLASSROOM MANAGEMENT COURSE <b>LETTER OF REPRIMAND</b></p>	<p>NAME: BAGGETT, BRIDGET SHARLENE THERIOT ALSDE ID: BXC-0106-4975 DATE OF ORDER/ACTION: OCTOBER 18, 2021 ORDER/ACTION: <b>SUSPENDED:</b> ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE FROM 9/18/2021 THROUGH 12/31/2021 <b>PROBATION:</b> ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE FROM 1/1/2022 THROUGH 12/31/2022 <b>MUST MEET ALL TERMS:</b> COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE WITHIN 30 DAYS OF THE SETTLEMENT AGREEMENT IF RESPONDENT IS EMPLOYED BY OR AT A K-12 SCHOOL DURING THE PROBATIONARY PERIOD COVERED BY THE SETTLEMENT AGREEMENT, THE RESPONDENT AGREES TO SUBMIT A STATUS UPDATE FROM THE EMPLOYING SCHOOL DISTRICT OR A COPY OF PERSONNEL RECORDS AT THE END OF EVERY SEMESTER OF EMPLOYMENT <b>LETTER OF REPRIMAND</b></p>
---	--

- Alabama State Board of Education
- Governor Kay Ivey  
President
- Jacdie Ziegler  
District I
- Tracie West  
District II
- Stephanie Bull  
District III
- Yvette M. Richardson, Ed.D.  
District IV  
Vice President
- Tonya S. Chesnut, Ed.D.  
District V
- Cynthia McGarty, 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: BEAM, JENNIFER LEIGH  
ALSDE ID: JFB-0035-8454  
DATE OF ORDER/ACTION: OCTOBER 1, 2021  
ORDER/ACTION: **MUST MEET TERM:**  
COMPLETE ONE YEAR OF QUARTERLY ALCOHOL TESTS  
**REPRIMAND**

NAME: BRYANT, TYNISHA JENELL  
ALSDE ID: TBB-0119-9113  
DATE OF ORDER/ACTION: OCTOBER 4, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: CRUSE, KAYLEN BRIANNA  
ALSDE ID: KBC-0106-7930  
DATE OF ORDER/ACTION: NOVEMBER 2, 2021  
ORDER/ACTION: **MUST MEET TERM:**  
COMPLETE INDIVIDUALIZED TEST SECURITY TRAINING

NAME: DAVIS, EDWARD CLINTON  
ALSDE ID: ECD-0036-4422  
DATE OF ORDER/ACTION: OCTOBER 5, 2021  
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE  
FROM 6/29/2016 THROUGH 6/30/2023  
**PROBATION TO FOLLOW THE ISSUANCE OF CERTIFICATE FOR THE PERIOD  
OF FIVE YEARS**  
**MUST MEET ALL TERMS:**  
WAIVES HIS RIGHT TO APPLY TO RENEW CERTIFICATION FOR AN  
ADDITIONAL YEAR, FOLLOWING THE END OF THE SUSPENSION  
DURING THE PERIOD THE SUSPENSION AND DURING GAP IN  
CERTIFICATION, THE RESPONDENT AGREES TO NOT WORK FOR ANY  
PUBLIC SCHOOL  
MAY APPLY FOR REINSTATEMENT ON OR AFTER JULY 1, 2024, WITH THE  
FOLLOWING STIPULATIONS:  
NO ISSUES WITH LAW ENFORCEMENT PRIOR TO HIS APPLICATION  
PASS A NEW CRIMINAL HISTORY CHECK  
COMPLETE ANY AND ALL PROFESSIONAL DEVELOPMENT ACTIVITIES  
AND EARN A PASSING SCORE ON ANY PRESCRIBED ASSESSMENTS  
PASS A "FITNESS FOR DUTY" EVALUATION FROM A MENTAL HEALTH  
PROFESSIONAL  
MUST NOTIFY THE DEPARTMENT OF ANY EMPLOYMENT AT A K-12  
SCHOOL WITHIN 10 DAYS OF BOARD ACTION APPROVING THE HIRING,  
OR STARTING WORK, WHICHEVER OCCURS FIRST  
DURING PERIOD OF PROBATION, ON OR BEFORE JULY 1ST OF EACH  
YEAR, SUBMIT A COPY OF HIS PERSONNEL FILE  
COMPLETE NASDTEC PREVENTION AND CORRECTION CLASS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: FOSTER, CHRISTINE LYNN CLARY  
ALSDE ID: CCF-0035-0724  
DATE OF ORDER/ACTION: OCTOBER 28, 2021  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATES

NAME: GARTH, TEMIRA DANICE SWOOPES  
ALSDE ID: TDS-0085-4323  
DATE OF ORDER/ACTION: SEPTEMBER 22, 2021  
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE  
UNTIL PRETRIAL INTERVENTION PROGRAM IS COMPLETED  
**REPRIMAND**

NAME: HENDERSON, RUSSELL WESLEY  
ALSDE ID: RWH-0039-9941  
DATE OF ORDER/ACTION: NOVEMBER 16, 2021  
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES  
FROM 11/16/2021 THROUGH 11/15/2022  
**MUST MEET ALL TERMS:**  
AGREE TO ONLINE CLASS ADDRESSING USING GOOD JUDGMENT  
UNDERGO RANDOM ALCOHOL TESTING FOR SIX-MONTHS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
CERTIFICATES  
**LETTER OF REPRIMAND**

NAME: HILL, CHARLOTTE MARIE  
ALSDE ID: A.K.A. HASTINGS, CHARLOTTE HUDSON  
DATE OF ORDER/ACTION: CMH-0086-9017  
OCTOBER 13, 2021  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: HOLLINGSWORTH, KAYLI TRISHA  
ALSDE ID: KFH-0105-7638  
DATE OF ORDER/ACTION: OCTOBER 20, 2021  
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA  
PROFESSIONAL EDUCATOR CERTIFICATE

NAME: JOHNSON, SR., ANTHONY GOWAN  
ALSDE ID: AGJ-0120-0039  
DATE OF ORDER/ACTION: NOVEMBER 12, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: JOHNSON, CHRISTOPHER GEORGE  
ALSDE ID: CGJ-0100-3950  
DATE OF ORDER/ACTION: DECEMBER 2, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA  
PROFESSIONAL EDUCATOR CERTIFICATE

NAME: JONES, ANTONIO  
ALSDE ID: AXJ-0117-3748  
DATE OF ORDER/ACTION: NOVEMBER 24, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE ALL THE TERMS OF CRIMINAL PROBATION  
COMPLETE AN ETHICS COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
LICENSE

NAME: LEE, FRANKIE LOUNEZ  
ALSDE ID: FLL-0092-9610  
DATE OF ORDER/ACTION: OCTOBER 4, 2021  
ORDER/ACTION: **REPRIMAND**

NAME: MADISON, CHERYLYNTHIA  
ALSDE ID: CJM-0120-0370  
DATE OF ORDER/ACTION: NOVEMBER 18, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: MCCOLLUM, DAVID ALLAN  
A.K.A. MCCOLLUM, DAVID ALAN  
ALSDE ID: DAM-0037-1190  
DATE OF ORDER/ACTION: DECEMBER 7, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
SIX-MONTH PERIOD DURING WHICH RESPONDENT SUBMITS  
MONTHLY LETTERS FROM HIS TREATING PHYSICIAN TO CONFIRM HIS  
COMPLIANCE WITH HIS RECOMMENDED TREATMENT AND THAT IT IS  
WORKING  
AGREES TO SUBMIT DOCUMENTS TO REFLECT HIS CRIMINAL CASES  
ARE OVER WITHIN 7 DAYS OF ANY JUDGMENT OR FINAL ORDER  
**LETTER OF CAUTION**

NAME: MEADOWS, COREY  
ALSDE ID: CXM-0032-3859  
DATE OF ORDER/ACTION: OCTOBER 23, 2017  
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES  
FROM 10/23/2017 THROUGH 1/22/20218  
**MUST MEET ALL TERMS:**  
ATTEND A CLASS REGARDING MANDATORY REPORTING  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
CERTIFICATES  
**LETTER OF CAUTION**

NAME: MILES, SUSANNA WAGONER  
ALSDE ID: SXM-0112-2120  
DATE OF ORDER/ACTION: OCTOBER 19, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE A DE - ESCALATION COURSE  
COMPLETE A PROFESSIONALISM COURSE GEARED TO TEACHERS NEW  
TO THE PROFESSION  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
CERTIFICATE

NAME: MIXON, TODD DAVID  
ALSDE ID: TDM-0032-6201  
DATE OF ORDER/ACTION: NOVEMBER 23, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: MOORE, RONALD SHONE  
ALSDE ID: RSM-0119-7300  
DATE OF ORDER/ACTION: DECEMBER 6, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
AGREES TO CONTINUE TO RECEIVE COUNSELING AND TO PROVIDE A  
"FITNESS FOR DUTY LETTER" FROM RESPONDENT'S COUNSELOR  
STATING HE IS SAFE TO BE AROUND STUDENTS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
SUITABILITY

NAME: PHILLIPS, TENNA  
ALSDE ID: TMP-0120-3331  
DATE OF ORDER/ACTION: NOVEMBER 18, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: RICHARDSON, FREDERICK F.  
ALSDE ID: FFR-0088-9940  
DATE OF ORDER/ACTION: OCTOBER 4, 2021  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: STRICKLAND, DEBRA FINCHER  
ALSDE ID: DJC-0038-8280  
DATE OF ORDER/ACTION: OCTOBER 25, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: THOMAS, DYANA TERRELL  
ALSDE ID: DTT-0033-8662  
DATE OF ORDER/ACTION: SEPTEMBER 24, 2021  
ORDER/ACTION: **REVOKED:** ALABAMA PROFESSIONAL LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: VICKERSTAFF, BRIAN O'NEAL  
ALSDE ID: BXV-0036-7143  
DATE OF ORDER/ACTION: OCTOBER 28, 2021  
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE RUN CONCURRENT WITH FLORIDA EDUCATION PRACTICES COMMISSION PROBATION ENDING 2/25/2024  
**MUST MEET ALL TERMS:**  
PROVIDE COPIES OF ANNUAL PERFORMANCE EVALUATIONS DURING PROBATION AND DOCUMENTATION OF THE COMPLETION OF THE EDUCATIONAL ETHICS CLASS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: WARD, APRYL SHAMBLIN DYER  
ALSDE ID: ADW-0036-7144  
DATE OF ORDER/ACTION: OCTOBER 26, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE NASDTEC PREVENTION AND CORRECTION CLASS AND ANOTHER PRE-APPROVED CLASS  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: WEBB, CEDRICK CLIFTON  
ALSDE ID: CCW-0034-8316  
DATE OF ORDER/ACTION: SEPTEMBER 30, 2021  
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 9/30/2021 THROUGH 5/29/2023  
**MUST MEET ALL TERMS:**  
COMPLETE POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORT FOR SUCCESSFUL CLASSROOMS  
COMPLETE NASDTEC'S PREVENTION AND CORRECTION COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
**LETTER OF REPRIMAND**

City and County Superintendents of Education  
Page 6  
March 18, 2022

NAME: WHITEHALL, TYLER  
ALSDE ID: TTW-0119-3457  
DATE OF ORDER/ACTION: OCTOBER 15, 2021  
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE**

NAME: WILLIAMS, JOYCE REENEE  
ALSDE ID: JRW-0071-4579  
DATE OF ORDER/ACTION: OCTOBER 13, 2021  
ORDER/ACTION: **PROBATION: ALABAMA BUS DRIVER CERTIFICATE FROM 10/13/2021 THROUGH 7/12/2022**  
**MUST MEET ALL TERMS:**  
COMPLETE ANGER MANAGEMENT COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE  
**LETTER OF REPRIMAND**

EGM:SYH:KB

Enclosure: *The Requirement to Report Misconduct*

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

FY22-2035



## **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.