March 18, 2022

MEMORANDUM

TO: City and County Superintendents

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: ARNOLD, JACQUELINE MICHELE WALLEY
ALSDE ID: JMW-0075-0556
DATE OF ORDER/ACTION: OCTOBER 28, 2021
ORDER/ACTION:
MUST MEET TERM:
COMPLETE AN ETHICS OR CLASSROOM MANAGEMENT COURSE
LETTER OF REPRIMAND

NAME: BAGGETT, BRIDGET SHARLENE THERIOT
ALSDE ID: BXC-0106-4975
DATE OF ORDER/ACTION: OCTOBER 18, 2021
ORDER/ACTION:
SUSPENDED: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE
FROM 9/18/2021 THROUGH 12/31/2021
PROBATION: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE
FROM 1/1/2022 THROUGH 12/31/2022
MUST MEET ALL TERMS:
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
LETTER OF REPRIMAND
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
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, WHICHERVER 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 A.K.A. HASTINGS, CHARLOTTE HUDSON
ALSDE ID: CMH-0086-9017
DATE OF ORDER/ACTION: 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
<table>
<thead>
<tr>
<th>NAME</th>
<th>ALSDE ID</th>
<th>DATE OF ORDER/ACTION</th>
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<tr>
<td>MADISON, CHERLYNTHIA</td>
<td>CJM-0120-0370</td>
<td>NOVEMBER 18, 2021</td>
<td>DENIED: ALABAMA BUS DRIVER CERTIFICATE</td>
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<td>MCCOLLM, DAVID ALLAN</td>
<td>DAM-0037-1190</td>
<td>DECEMBER 7, 2021</td>
<td>MUST MEET ALL TERMS:</td>
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<td>SIX-MONTH PERIOD DURING WHICH RESPONDENT SUBMITS</td>
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<td>CONFIRM HIS COMPLIANCE WITH HIS RECOMMENDED</td>
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<td>TREATMENT AND THAT IT IS WORKING</td>
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<td>AGREES TO SUBMIT DOCUMENTS TO REFLECT HIS CRIMINAL</td>
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<td>MEADOWS, COREY</td>
<td>CXM-0032-3859</td>
<td>OCTOBER 23, 2017</td>
<td>PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES</td>
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<td>MUST MEET ALL TERMS:</td>
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<td>ATTEND A CLASS REGARDING MANDATORY REPORTING</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD</td>
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<td>GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION</td>
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<td>AGAINST HIS CERTIFICATES</td>
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<td>MILES, SUSANNA WAGONER</td>
<td>SXM-0112-2120</td>
<td>OCTOBER 19, 2021</td>
<td>MUST MEET ALL TERMS:</td>
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<td>AGAINST HER CERTIFICATE</td>
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<td>MIXON, TODD DAVID</td>
<td>TDM-0032-6201</td>
<td>NOVEMBER 23, 2021</td>
<td>REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL</td>
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<td>MOORE, RONALD SHONE</td>
<td>RSM-0119-7300</td>
<td>DECEMBER 6, 2021</td>
<td>MUST MEET ALL TERMS:</td>
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<td>AGREES TO CONTINUE TO RECEIVE COUNSELING AND TO</td>
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<td>PROVIDE A “FITNESS FOR DUTY LETTER” FROM</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD</td>
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<td>GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION</td>
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<td>AGAINST HIS SUITABILITY</td>
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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:  
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 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
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

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.