February 9, 2023

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: BAUGH, SCOTTY BERLIN
ALSDE ID: SBB-0039-8985
DATE OF ORDER/ACTION: DECEMBER 5, 2022
ORDER/ACTION: REVOKED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES, ALABAMA BUS DRIVER CERTIFICATE, AND ALABAMA COURSE PERMIT

NAME: BELL, RAHMAN K.
ALSDE ID: RKB-0036-4877
DATE OF ORDER/ACTION: AUGUST 31, 2022
ORDER/ACTION: PROBATION: ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 8/31/2022 THROUGH 12/31/2022
MUST MEET ALL TERMS:
COMPLETE TWO COURSES IN ADMINISTRATIVE MANAGEMENT AND SEXUAL HARASSMENT
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
NAME: BROWN, KENNETH LEE  
ALSDE ID: KLB-0101-3934  
DATE OF ORDER/ACTION: AUGUST 23, 2022  
ORDER/ACTION: PROBATION: ALABAMA LEADERSHIP CERTIFICATE, ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE, AND ALABAMA BUS DRIVER CERTIFICATE FROM 8/11/2022 THROUGH 12/20/2022  
MUST MEET ALL TERMS: COMPLETE AN ETHICS COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES  
LETTER OF REPRIMAND

NAME: CARTER, JR., WILLIAM RICHARD  
ALSDE ID: WRC-0035-3777  
DATE OF ORDER/ACTION: SEPTEMBER 2, 2022  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: CHATMAN, PAIGE  
ALSDE ID: PXC-0122-5617  
DATE OF ORDER/ACTION: NOVEMBER 12, 2022  
ORDER/ACTION: MUST MEET TERM: UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR PER YEAR  
LETTER OF REPRIMAND

NAME: DANIEL, SAMUEL EDWARD  
ALSDE ID: SED-0031-1233  
DATE OF ORDER/ACTION: SEPTEMBER 2, 2022  
MUST MEET ALL TERMS: COMPLETE A NASDTEC PREVENTION AND CORRECTION COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES  
LETTER OF REPRIMAND

NAME: EDWARDS, SR., WILLIAM CHARLES  
ALSDE ID: WCE-0039-9149  
DATE OF ORDER/ACTION: NOVEMBER 29, 2022  
ORDER/ACTION: LETTER OF CAUTION

NAME: GARRARD, LESLIE  
ALSDE ID: LXG-0106-3265  
DATE OF ORDER/ACTION: SEPTEMBER 12, 2022  
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: HAWKINS, JR., BILLY JAMES  
ALSDE ID: BJH-0121-3443  
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE
NAME: HAYNES, JAMES CLAYTON  
ALSDE ID: JCH-0036-2068  
DATE OF ORDER/ACTION: NOVEMBER 29, 2022  
MUST MEET ALL TERMS: COMPLETE SEXUAL HARASSMENT PREVENTION TRAINING  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES  
LETTER OF REPRIMAND

NAME: HEMPSTEAD, MEGAN ELIZABETH DEER  
ALSDE ID: MED-0038-9614  
DATE OF ORDER/ACTION: AUGUST 26, 2022  
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: HENDRIX, JUSTIN LEE  
ALSDE ID: JLH-0103-8943  
DATE OF ORDER/ACTION: OCTOBER 7, 2022  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE COMPLETE A CLASSROOM MANAGEMENT OR EDUCATOR WELLNESS COURSE EMAIL THE DEPARTMENT'S OFFICE OF GENERAL COUNSEL UPDATES ABOUT EMPLOYMENT STATUS EVERY SEMESTER UNTIL JUNE 30, 2023  
LETTER OF REPRIMAND

NAME: HOWARD, RUNARDO STERLING  
ALSDE ID: RSH-0105-6619  
DATE OF ORDER/ACTION: AUGUST 19, 2022  
ORDER/ACTION: MUST MEET TERM: COMPLETE A DE-ESCALATION COURSE

NAME: JOHNSON, ERICA FREDROSE CRENSHAW  
ALSDE ID: ECJ-0121-5058  
DATE OF ORDER/ACTION: SEPTEMBER 29, 2022  
ORDER/ACTION: MUST MEET ALL TERMS: RESPONDENT AGREES TO PROVIDE AN ANNUAL UPDATE TO THE ALSDE CONFIRMING PAYMENTS ARE STILL BEING MADE OR THE REMAINDER OF THE BALANCE HAS BEEN WAIVED OR PAID COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE  
LETTER OF REPRIMAND

NAME: KELLEY, TISHA ANN MOTES  
ALSDE ID: TAK-0122-6092  
DATE OF ORDER/ACTION: DECEMBER 5, 2022  
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE
NAME: LASSETER, JULIE SUMMERFORD
ALSDE ID: JSL-0036-4441
DATE OF ORDER/ACTION: SEPTEMBER 2, 2022
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 9/2/2022 THROUGH 9/1/2023
MUST MEET ALL TERMS:
COMPLETE TWO CLASSES 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

NAME: LATTA, JAMES PATRICK
ALSDE ID: JPL-0035-6090
DATE OF ORDER/ACTION: SEPTEMBER 20, 2022
ORDER/ACTION: COMPLETE A NASDTEC BOUNDARIES COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: MORELAND, RONDA PURVIS
ALSDE ID: RPP-0034-8155
DATE OF ORDER/ACTION: AUGUST 17, 2022
ORDER/ACTION: MUST MEET ALL TERMS:
PROVIDE THE ALABAMA STATE DEPARTMENT OF EDUCATION PROOF OF SUCCESSFUL COMPLETION OF TREATMENT PROGRAM, INCLUDING VERIFICATION OF NEGATIVE BREATHALYZER TESTS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: OSBOURN, MITCHELL HOUSTON
ALSDE ID: MHO-0122-9204
DATE OF ORDER/ACTION: DECEMBER 2, 2022
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: PATRICK, JODIE KAYE PETERSON
ALSDE ID: JPP-0031-9461
DATE OF ORDER/ACTION: OCTOBER 20, 2022
ORDER/ACTION: MUST MEET ALL TERMS:
AGREES TO ONE-YEAR PROBATION TO START IF RESPONDENT'S CERTIFICATION IS RENEWED
COMPLETE AN EDUCATOR ETHICS OR CLASSROOM MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY
LETTER OF REPRIMAND

NAME: PERRYMAN, GLORIA
ALSDE ID: GXP-0122-9948
DATE OF ORDER/ACTION: DECEMBER 2, 2022
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE
<table>
<thead>
<tr>
<th>NAME</th>
<th>ALSDE ID</th>
<th>DATE OF ORDER/ACTION</th>
<th>ORDER/ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>POPE, RICHARD ALAN</td>
<td>RAP-0106-5584</td>
<td>OCTOBER 20, 2022</td>
<td>REVOKED AND NON-RENEWAL: ALABAMA CAREER/TECHNICAL</td>
</tr>
<tr>
<td>PRIEST, DATIE IDELIA</td>
<td>DIP-0035-3700</td>
<td>AUGUST 23, 2022</td>
<td>MUST MEET ALL TERMS:</td>
</tr>
<tr>
<td>RIKARD, JR., RONALD E.</td>
<td>RER-0036-3391</td>
<td>AUGUST 23, 2022</td>
<td>MUST MEET ALL TERMS:</td>
</tr>
<tr>
<td>SCHMOTZ, BENJAMIN JAMES</td>
<td>BJS-0120-0060</td>
<td>NOVEMBER 29, 2022</td>
<td>REVOKEED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA</td>
</tr>
<tr>
<td>TUCKER, THOMAS BLAKE</td>
<td>TBT-0117-9195</td>
<td>DECEMBER 2, 2022</td>
<td>DENIED: ALABAMA SUBSTITUTE LICENSE</td>
</tr>
<tr>
<td>TURNER, JAKOBI TOBIAS</td>
<td>JXT-0122-1912</td>
<td>AUGUST 22, 2022</td>
<td>MUST MEET ALL TERMS:</td>
</tr>
<tr>
<td>WATSON, MICHAEL LEE</td>
<td>MLW-0121-5056</td>
<td>SEPTEMBER 12, 2022</td>
<td>DENIED AND NON-ISSUED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CERTIFICATE</td>
</tr>
</tbody>
</table>
NAME: WHEELER, CAITLIN R.
ALSDE ID: CXW-0110-1081
DATE OF ORDER/ACTION: AUGUST 23, 2022
ORDER/ACTION: MUST MEET ALL TERMS:
ATTEND THE NASDTEC ETHICS COURSE THAT FOCUSES ON
APPROPRIATE BOUNDARIES BETWEEN TEACHERS AND STUDENTS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE

NAME: WINGARD, II, JACK ANDREW
ALSDE ID: JAW-0034-6584
DATE OF ORDER/ACTION: AUGUST 22, 2022
ORDER/ACTION: MUST MEET ALL TERMS:
CONTINUE COMPLIANCE WITH MENTAL HEALTH TREATMENT AND
PROVIDE A FITNESS FOR DUTY IN THE CLASSROOM SETTING FROM
THE TREATING PHYSICIAN
UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR (4) PER
YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

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

FY23-2029
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.