M E M O R A N D U M

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: BAILEY, TAMIKA LANESE HICKS
ALSDE ID: TXB-0110-8319
DATE OF ORDER/ACTION: MARCH 23, 2023
ORDER/ACTION: 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 HER LICENSE

NAME: BROWN, BRANDON PATRICK
ALSDE ID: BPB-0037-3675
DATE OF ORDER/ACTION: FEBRUARY 15, 2023
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
<table>
<thead>
<tr>
<th>NAME:</th>
<th>BUNCH, NATALIE NICOLE ROBINSON</th>
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<tr>
<td>ALSDE ID:</td>
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<td>MARCH 14, 2023</td>
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<tr>
<td>ORDER/ACTION:</td>
<td>MUST MEET ALL TERMS:</td>
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<tr>
<td></td>
<td>COMPLETE TWO CLASSROOM MANAGEMENT COURSES</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE</td>
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<tr>
<th>NAME:</th>
<th>CARTER, SARAH</th>
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<td>ALSDE ID:</td>
<td>SEC-0082-8098</td>
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<tr>
<td>DATE OF ORDER/ACTION:</td>
<td>MARCH 27, 2023</td>
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<tr>
<td>ORDER/ACTION:</td>
<td>MUST MEET ALL TERMS:</td>
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<tr>
<td></td>
<td>PROVIDE THE DEPARTMENT WITH A COPY OF THE RESULTS OF MENTAL HEALTH ASSESSMENT</td>
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<td></td>
<td>PROVIDE UPDATES UPON REQUEST DURING THE TERM OF THE RESPONDENT'S CRIMINAL PROBATION</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY</td>
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<tr>
<th>NAME:</th>
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<td>DATE OF ORDER/ACTION:</td>
<td>APRIL 17, 2023</td>
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<tr>
<td>ORDER/ACTION:</td>
<td>REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE</td>
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<tr>
<th>NAME:</th>
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<td>ALSDE ID:</td>
<td>STC-0035-4439</td>
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<td>MARCH 13, 2023</td>
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<td>ORDER/ACTION:</td>
<td>MUST MEET ALL TERMS:</td>
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<td>COMPLETE TEST SECURITY RETRAINING THROUGH THE ALABAMA STATE DEPARTMENT OF EDUCATION STUDENT ASSESSMENT OFFICE</td>
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<td>COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES</td>
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<tr>
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<td>FEBRUARY 10, 2023</td>
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<td>ORDER/ACTION:</td>
<td>MUST MEET TERM:</td>
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<td>COMPLETE A SEXUAL HARASSMENT COURSE</td>
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NAME: DOTY, DANIEL E.
ALSDE ID: DED-0074-6483
DATE OF ORDER/ACTION: APRIL 16, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
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: EDWARDS. MARTEZ DEMARIO
ALSDE ID: MXE-0105-6825
DATE OF ORDER/ACTION: APRIL 18, 2023
ORDER/ACTION: DENIAL OF ALABAMA CERTIFICATION BACKGROUND CHECK UNTIL JULY 1, 2023
PROBATION: SUITABILITY FROM 7/2/2023 THROUGH 7/1/2026
MUST MEET ALL TERMS:
SUBMIT AT THE END OF EVERY QUARTER RESPONDENT IS EMPLOYED BY A SCHOOL OR SCHOOL SYSTEM, AN EMAILED STATUS UPDATE REGARDING EMPLOYMENT, INCLUDING LOCATION, NAME OF THE EMPLOYER, NAME OF SUPERVISOR, AND CONTACT INFORMATION OF SUPERVISOR
COMPLETE TWO CLASSES OR COURSES ON EDUCATOR ETHICS OR PROFESSIONALISM
MEET TENNESSEE’S REQUIREMENTS FOR CERTIFICATION OR REINSTATEMENT SO THAT IN 2024 RESPONDENT WILL BE IN GOOD STANDING WITH TENNESSEE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS SUITABILITY
LETTER OF REPRIMAND

NAME: FARMER, CARLA MARIE
ALSDE ID: CMF-0073-2874
DATE OF ORDER/ACTION: MARCH 23, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE THE NEW BUS DRIVER TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES

NAME: FEW, BOBBIE DANETTE OVERTON
ALSDE ID: BDF-0107-8004
DATE OF ORDER/ACTION: MARCH 26, 2023
ORDER/ACTION: LETTER OF CAUTION

NAME: GOODMAN, TOMIKO VALMASHA
ALSDE ID: TVG-0102-4565
DATE OF ORDER/ACTION: MARCH 14, 2023
ORDER/ACTION: 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 HER SUITABILITY

NAME: HORTON, STEPHANIE
ALSDE ID: SXH-0122-3126
DATE OF ORDER/ACTION: APRIL 21, 2023
ORDER/ACTION: VOLUNTARY WITHDRAWAL: ALABAMA BUS DRIVER CERTIFICATE APPLICATION
NAME: JONES, NIGUE DIMITRIUS
ALSDE ID: NDJ-0117-1286
DATE OF ORDER/ACTION: APRIL 19, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: LAPSLEY, ADRIENNE
ALSDE ID: AXL-0123-4244
DATE OF ORDER/ACTION: MARCH 28, 2023
MUST MEET TERM: COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY
LETTER OF CAUTION

NAME: LEWIS, ADAM JEREMY
ALSDE ID: AJL-0039-6565
DATE OF ORDER/ACTION: APRIL 17, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: MASON, CHARRISSE RENE
ALSDE ID: CXM-0105-4838
DATE OF ORDER/ACTION: MARCH 13, 2023
ORDER/ACTION: PROBATION: ALABAMA EMERGENCY CERTIFICATE FROM 3/13/2023 THROUGH 3/12/2024

NAME: MATTHEWS-DOWLING, DANA LYNN
ALSDE ID: DLM-0104-8915
DATE OF ORDER/ACTION: FEBRUARY 13, 2023
ORDER/ACTION: MUST MEET ALL TERMS: UNDERGO DRUG TESTING AT THE RATE OF UP TO FOUR PER YEAR COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: MCCAULEY, II, CHARLES RAY
ALSDE ID: CRM-0040-1924
DATE OF ORDER/ACTION: MARCH 16, 2023
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE ELEARNING EDU4422 CLASSROOM MANAGEMENT IN THE 21ST CENTURY COURSE AND THE NASDTEC PREVENTION AND CORRECTION COURSE BY JULY 30, 2023
LETTER OF REPRIMAND

NAME: MIMS, CLAYSHANE KNIGHT
ALSDE ID: CKM-0035-9545
DATE OF ORDER/ACTION: APRIL 7, 2023
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE A NASDTEC COURSE COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
NAME: NEWELL, ALAN JAMES  
ALSDE ID: AJN-0102-5460  
DATE OF ORDER/ACTION: MARCH 20, 2023  
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: PICKETT, SAMANTHA ANN SPANN  
ALSDE ID: SSP-0081-0934  
DATE OF ORDER/ACTION: MARCH 27, 2023  
ORDER/ACTION: 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 HER SUITABILITY

NAME: RHODES, FELESIA MICHYRELL TAYLOR  
ALSDE ID: FTR-0039-3781  
DATE OF ORDER/ACTION: FEBRUARY 17, 2023  
ORDER/ACTION: MUST MEET TERM:  
COMPLETE A SEXUAL HARASSMENT COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: SIMMONS, CYNTHIA DIANNE  
ALSDE ID: SDC-0120-4578  
DATE OF ORDER/ACTION: MARCH 13, 2021  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: SMITH, JUAN CURTIS  
ALSDE ID: JXS-0116-5412  
DATE OF ORDER/ACTION: FEBRUARY 24, 2023  
ORDER/ACTION: MUST MEET ALL TERMS:  
PROVIDE THE RESULTS FROM REMAINING DRUG TESTS PURSUANT TO THE FEDERAL DOT CLEARING HOUSE TO THE ALABAMA STATE DEPARTMENT OF EDUCATION FOR ONE YEAR BEGINNING FEBRUARY 24, 2023  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: STALLWORTH, TEHRON DEVONTE  
ALSDE ID: TDS-0123-0147  
DATE OF ORDER/ACTION: MARCH 13, 2023  
ORDER/ACTION: DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER CEI

NAME: YARBROUGH, DUANE EDWARD  
ALSDE ID: DEY-0105-8234  
DATE OF ORDER/ACTION: MARCH 17, 2023  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA JROTC CERTIFICATE
NAME: YOUNG, AMBER CELESTE WILLS
ALSDE ID: AWY-0039-7836
DATE OF ORDER/ACTION: FEBRUARY 27, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE AN OUTPATIENT REHABILITATION PROGRAM
UNDERGO RANDOM DRUG TESTING, AT THE RATE OF FOUR PER YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES

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

FY23-2061
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.