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: ANDERS, MICHAEL JERMAINE
ALSDE ID: MXA-0109-3030
DATE OF ORDER/ACTION: SEPTEMBER 1, 2023
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: ANDERSON, TROPHIA LYNN
ALSDE ID: TLA-0114-8188
DATE OF ORDER/ACTION: JUNE 16, 2021
ORDER/ACTION: PROBATION: ALABAMA SUBSTITUTE LICENSE FROM 6/16/2021 THROUGH 7/31/2021
MUST MEET TERM: COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER LICENSE
LETTER OF REPRIMAND
NAME: BALDWIN, JASMINE  
ALSDE ID: JNB-0107-0333  
DATE OF ORDER/ACTION: SEPTEMBER 7, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: PROVIDE A FITNESS FOR DUTY LETTER TO THE OFFICE OF GENERAL COUNSEL  
COMPLETE ALSDE’S BOUNDARIES COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES

NAME: BARKLEY, WALKER COLEMAN  
ALSDE ID: WCB-0099-3276  
DATE OF ORDER/ACTION: AUGUST 31, 2023  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: BOLDEN, JR., CELESTER  
ALSDE ID: CXB-0038-1505  
DATE OF ORDER/ACTION: JULY 27, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: SUBMIT CHARACTER LETTERS  
COMPLETE A BOUNDARIES COURSE  
COMPLETE A SEXUAL HARASSMENT PREVENTION COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: COTTRELL, NICHOLAS EUGENE  
ALSDE ID: NEC-0036-7799  
DATE OF ORDER/ACTION: SEPTEMBER 8, 2023  
ORDER/ACTION: PROBATION: ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 9/8/2023 THROUGH 9/7/2024  
MUST MEET TERM: COMPLETE AN ETHICS TRAINING COURSE

NAME: EADY, NONNIE ANN DUNN  
ALSDE ID: NDE-0083-4678  
DATE OF ORDER/ACTION: OCTOBER 16, 2023  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: ELLIS, KENTERRI LAVON  
ALSDE ID: KLE-0124-7439  
DATE OF ORDER/ACTION: OCTOBER 25, 2023  
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: ENGLE, JULIA MICHELLE HILL  
ALSDE ID: JMH-0106-0932  
DATE OF ORDER/ACTION: OCTOBER 3, 2023  
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE
GILL, VANESSA LYNN JOYCE  
ALSDE ID: VJG-0030-0444  
DATE OF ORDER/ACTION: AUGUST 25, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE A SPECIAL EDUCATION OR ETHICS TRAINING COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES

HAYNES, BARRY HUGH  
ALSDE ID: BHH-0120-7515  
DATE OF ORDER/ACTION: AUGUST 3, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE RANDOM DRUG SCREENINGS OVER A SIX-MONTH PERIOD AT THE RATE OF ONE EVERY THREE MONTHS COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

HOBSON, MONICA LEIGH SEIBERT  
ALSDE ID: MSM-0034-2514  
DATE OF ORDER/ACTION: AUGUST 14, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: AGREES TO IMMEDIATELY STOP USING CBD OIL AGREES TO 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

HORACE, RACHEL L.  
ALSDE ID: RLH-0037-6918  
DATE OF ORDER/ACTION: SEPTEMBER 1, 2023  
ORDER/ACTION: MUST MEET TERM: COMPLETE AN ONLINE MANDATORY REPORTER CLASS

JOHNSON, CORVIN TERRELL  
ALSDE ID: CXJ-0117-1583  
DATE OF ORDER/ACTION: OCTOBER 16, 2023  
ORDER/ACTION: EMERGENCY SUSPENSION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 10/16/2023 THROUGH 2/12/2024

JOHNSON, UNDREA DEWAYNE  
ALSDE ID: UDJ-0034-8467  
DATE OF ORDER/ACTION: JULY 27, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: AGREES TO PROVIDE MONTHLY UPDATES REGARDING EMPLOYMENT STATUS UNTIL DECEMBER 31, 2023 COMPLETE THE ALABAMA ETHICS TRAINING FOR PUBLIC EMPLOYEES AND THE ALABAMA DEPARTMENT OF HUMAN RESOURCES MANDATORY REPORTER TRAINING COURSE LETTER OF REPRIMAND
<table>
<thead>
<tr>
<th>NAME:</th>
<th>ALSDE ID:</th>
<th>DATE OF ORDER/ACTION:</th>
<th>ORDER/ACTION:</th>
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<tbody>
<tr>
<td>KEELING, CONSTANCE MARION</td>
<td>CMB-0037-8232</td>
<td>OCTOBER 5, 2023</td>
<td>MUST MEET ALL TERMS: COMPLETE EDU 4422 – CLASSROOM MANAGEMENT IN THE 21ST CENTURY, NASDTEC’S PREVENTION AND CORRECTION COURSE, AND AN ADDITIONAL COURSE ON EDUCATOR WELLNESS UNDERGO NEW FINGERPRINT BASED ON CRIMINAL HISTORY CHECK SUBMIT THE NAME OF SCHOOL, SUPERVISOR, AND CONTACT INFORMATION AT THE END OF EVERY SEMESTER UNTIL DECEMBER 31, 2023</td>
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<tr>
<td>PAYNE, RICHARD KEVIN</td>
<td>RKP-0039-0314</td>
<td>OCTOBER 24, 2023</td>
<td>MUST MEET ALL TERMS: COMPLETE AN ANGER MANAGEMENT OR PROFESSIONAL ETHICS COURSE SUBMIT THE CONTACT SUPERVISOR’S INFORMATION TO THE DEPARTMENT EVERY QUARTER UNTIL JUNE 30, 2024</td>
</tr>
<tr>
<td>PFALH, GREGORY STEPHEN</td>
<td>GSP-0124-4162</td>
<td>SEPTEMBER 8, 2023</td>
<td>MUST MEET TERM: COMPLETE TWO (2) RANDOM DRUG SCREENINGS</td>
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<tr>
<td>PROPST, THOMAS RUSH</td>
<td>TRP-0027-6426</td>
<td>OCTOBER 22, 2023</td>
<td>MUST MEET ALL TERMS: COMPLETE AN ETHICS COURSE AND AN ONLINE COURSE REGARDING FINANCIAL PROCEDURES COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES</td>
</tr>
<tr>
<td>REED, MARLAINA</td>
<td>MXR-0104-6645</td>
<td>OCTOBER 5, 2023</td>
<td>MUST MEET ALL TERMS: SUBMIT TWO (2) CHARACTER LETTERS AGREES TO UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR (4) TESTS DURING A ONE (1) YEAR PERIOD COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE</td>
</tr>
<tr>
<td>RICHARDSON, CAROLYN</td>
<td>CMR-0089-6394</td>
<td>OCTOBER 3, 2023</td>
<td>REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE</td>
</tr>
</tbody>
</table>
NAME: RODRIGUEZ, ALEXIS MICHAEL
ALSDE ID: AMR-0111-2388
DATE OF ORDER/ACTION: OCTOBER 16, 2023
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROVISIONAL EDUCATOR
CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: STALLWORTH, III, OWEN HARDIN
ALSDE ID: OXS-0114-9869
DATE OF ORDER/ACTION: SEPTEMBER 15, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA EMERGENCY CERTIFICATE
AND ALABAMA SUBSTITUTE LICENSE

NAME: SWEENEY, RUSSELL JOHN
ALSDE ID: RXS-0121-5394
DATE OF ORDER/ACTION: SEPTEMBER 19, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

NAME: TATE, ALBERTA ANNJANETTE
ALSDE ID: AAT-0125-1308
DATE OF ORDER/ACTION: OCTOBER 25, 2023
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: THOMAS, DEBORAH E.
ALSDE ID: DXT-0105-3072
DATE OF ORDER/ACTION: OCTOBER 25, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: THOMAS, LAUREN KRISTEN CHAMBERS
ALSDE ID: LCT-0124-6662
DATE OF ORDER/ACTION: SEPTEMBER 19, 2023
ORDER/ACTION: DENIED: ALABAMA SUBSTITUTE LICENSE

NAME: THORNTON, HOLLIE SUNSHINE
ALSDE ID: HST-0119-1072
DATE OF ORDER/ACTION: JULY 27, 2023
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
INTERIM EMPLOYMENT CERTIFICATE

NAME: WILHITE, RUSSELL LAWRENCE
ALSDE ID: RLW-0040-2387
DATE OF ORDER/ACTION: SEPTEMBER 20, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
AGREES TO NOT SERVE AS A SCHOLARSHIP BOWL COACH IN THE
FUTURE
COMPLETE AN ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
to grounds supporting disciplinary action against his
CERTIFICATES
NAME: WILKS, PERRY LEON
ALSDE ID: PLW-0101-7723
DATE OF ORDER/ACTION: SEPTEMBER 19, 2023
ORDER/ACTION: REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
CAREER/TECHNICAL 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

FY24-2029
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, non-renewed, resigned, 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.