April 17, 2024

MEMORANDUM

TO: City and County Superintendents

FROM: Eric G. Mackey, Ed.D.
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.

<table>
<thead>
<tr>
<th>NAME: ALLEN, TORA NICOLE</th>
<th>ALSDE ID: TNA-0034-8493</th>
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<tbody>
<tr>
<td>DATE OF ORDER/ACTION: SEPTEMBER 14, 2023</td>
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<tr>
<td>ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE</td>
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<thead>
<tr>
<th>NAME: ANDERSON, KATYJA LATASIA</th>
<th>ALSDE ID: KXA-01115-6085</th>
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<tbody>
<tr>
<td>DATE OF ORDER/ACTION: JANUARY 2, 2024</td>
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<td>ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE</td>
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<tr>
<th>NAME: BEAVER, DAWN DENISE</th>
<th>ALSDE ID: DDB-0077-6729</th>
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<td>DATE OF ORDER/ACTION: JANUARY 2, 2024</td>
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<tr>
<th>NAME: BLACKMON, JAMES LEE</th>
<th>ALSDE ID: JLB-0112-9597</th>
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<tbody>
<tr>
<td>DATE OF ORDER/ACTION: DECEMBER 29, 2023</td>
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<tr>
<td>ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE</td>
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</table>
NAME: BRITTON, TAYLOR STERLING
ALSDE ID: TSB-0123-1448
DATE OF ORDER/ACTION: NOVEMBER 27, 2023
ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA SUBSTITUTE LICENSE

NAME: BYRD, DANA
ALSDE ID: DHB-0076-6390
DATE OF ORDER/ACTION: NOVEMBER 27, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: COFFMAN, THOMAS W.
ALSDE ID: TXC-0111-6614
DATE OF ORDER/ACTION: NOVEMBER 27, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: COLEMAN, KEVIN JERMAINE
ALSDE ID: KXC-0117-4375
DATE OF ORDER/ACTION: NOVEMBER 27, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA EMERGENCY CERTIFICATE

NAME: CREAR, JR., LARRY JAMES
ALSDE ID: LIC-0037-6221
DATE OF ORDER/ACTION: NOVEMBER 7, 2023
ORDER/ACTION: PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 11/7/2023 THROUGH 11/6/2024
MUST MEET TERM:
COMPLETE A NASDTEC COURSE ON APPROPRIATE BOUNDARIES BETWEEN TEACHERS AND STUDENTS
REPRIMAND

NAME: DORAN, THOMAS STANLEY
ALSDE ID: TSD-0039-9295
DATE OF ORDER/ACTION: JANUARY 2, 2024
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: DUNCAN, DUSTIN RAY
ALSDE ID: DRD-0038-6913
DATE OF ORDER/ACTION: NOVEMBER 20, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE RANDOM DRUG SCREENINGS OVER A SIX-MONTH PERIOD AT THE RATE OF ONE EVERY TWO MONTHS
PROVIDE THE DEPARTMENT WITH A CERTIFICATION OF COMPLETION FOR DRUG REHABILITATION PROGRAM, WHICH IS TO BE COMPLETED SEPTEMBER 28, 2023
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: GILMORE, KENISHA JACELLE
ALSDE ID: KXG-0110-8571
DATE OF ORDER/ACTION: JANUARY 2, 2024
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA EMERGENCY CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE
NAME: HART, BELINDA ARLENE  
ALSDE ID: BAH-0036-9592  
DATE OF ORDER/ACTION: NOVEMBER 2, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: COMPLETE A CLASSROOM MANAGEMENT COURSE  
_COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER LICENSE

NAME: HAYES, FLETCHER  
ALSDE ID: FXH-0125-1911  
DATE OF ORDER/ACTION: DECEMBER 29, 2023  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: JOHNSON, BRENT LEE  
ALSDE ID: BXJ-0112-7715  
DATE OF ORDER/ACTION: JANUARY 2, 2024  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: KING, JIMMY LEE  
ALSDE ID: JLK-0092-4780  
DATE OF ORDER/ACTION: DECEMBER 26, 2023  
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: KRAMARCZYK, EDWARD STANLEY  
ALSDE ID: EXK-0125-3606  
DATE OF ORDER/ACTION: DECEMBER 18, 2023  
ORDER/ACTION: DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: OSBORNE, KEORE  
ALSDE ID: KXO-0122-5699  
DATE OF ORDER/ACTION: NOVEMBER 28, 2023  
ORDER/ACTION: DENIED: ALABAMA BUS DRIVER CERTIFICATE

NAME: MCGEE, STEPHANIE ONEIL  
ALSDE ID: SOM-0038-3702  
DATE OF ORDER/ACTION: NOVEMBER 20, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR PER ONE YEAR  
_COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: MORELAND, RONDA PURVIS  
ALSDE ID: RPP-0034-8155  
DATE OF ORDER/ACTION: NOVEMBER 8, 2023  
ORDER/ACTION: MUST MEET ALL TERMS: AGREES TO TEST SECURITY TRAINING THROUGH THE DEPARTMENT TO BE COORDINATED WITH THE STUDENT ASSESSMENT OFFICE  
_COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE  
LETTER OF CAUTION
NAME: PACE, JORDAN CHANTZ
ALSDE ID: JCP-0119-4547
DATE OF ORDER/ACTION: DECEMBER 5, 2023
ORDER/ACTION: DENIED: STATE APPROVED EDUCATION PROGRAM

NAME: PALMER, KHARI AURELLO
ALSDE ID: KAP-0035-5483
DATE OF ORDER/ACTION: NOVEMBER 8, 2023
ORDER/ACTION: MUST MEET TERM:
COMPLETE A CLASS
LETTER OF CAUTION

NAME: PINSON, LINDSEY
ALSDE ID: LXP-0107-6722
DATE OF ORDER/ACTION: NOVEMBER 6, 2023
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE

NAME: ROBERTS, JEFFERY
ALSDE ID: JXR-0112-8992
DATE OF ORDER/ACTION: NOVEMBER 27, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
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 HIS CERTIFICATE

NAME: STREETER, ASHLEY CELESTE CRANDLE
ALSDE ID: ACC-0036-3995
DATE OF ORDER/ACTION: NOVEMBER 27, 2023
ORDER/ACTION: MUST MEET ALL TERMS:
COMPLETE ONLINE ALABAMA EDUCATOR ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF CAUTION

NAME: WEBSTER, LARRY CORNELIUS
ALSDE ID: LCW-0037-0006
DATE OF ORDER/ACTION: NOVEMBER 7, 2023
ORDER/ACTION: MUST MEET TERMS:
COMPLETE AN EDUCATOR ETHICS COURSE AND A CLASSROOM MANAGEMENT COURSE
LETTER OF CAUTION

NAME: WILSON, II, EMMANUEL ANDRE
ALSDE ID: EAW-0107-6048
DATE OF ORDER/ACTION: DECEMBER 14, 2023
ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
NAME: WOOD, DENISE ELIZABETH CZERWIEN ST PIERRE
ALSDE ID: DXW-0114-7000
DATE OF ORDER/ACTION: JANUARY 2, 2024
ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR 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

FY24-2037
September 5, 2018

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.