

The actions delineated below were taken in open session of the EPSB at the June 19, 2017, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

**Education Professional Standards Board (EPSB)
Summary Minutes of the Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Rob Akers called the meeting to order at 10:10 a.m. EDT. He read the mission statement to the Board and audience.

Swearing In of New EPSB Members

Board secretary Ashley Abshire swore in the full Board.

Roll Call

The following Board members were present during the June 19, 2017, EPSB meeting: Tracy Adams, Rob Akers, Sarah Burnett, Rachel Colyer, Tolya Ellis, Kathy Gornik, David Graham, Robert King, Dusty Phelps, Sherry Powers, Stephen Pruitt, Shad Sletto, and Steven Thomas. Donna Hedgepath and Daniel Morgan were absent.

Approval of June 19, 2017, EPSB Meeting Agenda

Motion made by Ms. Sarah Burnett, seconded by Ms. Tolya Ellis, to approve the June 19, 2017, EPSB meeting agenda.

Vote: *Unanimous*

Open Speak

There were three requests for Open Speak.

Dr. Steven Fardo

Dr. Fardo spoke in reference to a letter he submitted to the Board at the April 10, 2017, meeting regarding the New Teacher Institute (NTI).

Joyce Stubbs

Dr. Stubbs informed the Board that Morehead State University (MSU) received a draft of the new NTI and is unable to support the NTI as presented to MSU.

Kristi Cannon

Ms. Cannon asked the Board to reconsider her suspension.

Approval of Consent Items

2017-018

Motion made by Mr. Robert King, seconded by Mr. David Graham, to approve the following items on the consent agenda:

Approval of April 10, 2017, EPSB Meeting

Off-Site Campus Request, University of Pikeville

New Teacher Institute Approval, Kentucky Department of Education

Instructional Computer Technology P-12 Endorsement, Eastern Kentucky University

Elementary (P-5) Math Specialist Endorsement, Eastern Kentucky University

Vote: *Unanimous*

Dr. Ben Boggs recognized representatives from Eastern Kentucky University, Kentucky Department of Education, and the University of Pikeville whose programs were recently approved.

Report of the Executive Director

Report from the Kentucky Department of Education

A written report was provided to the Board.

Report from the Council on Postsecondary Education

A written report was provided to the Board. President King stated that he recognized the importance of teacher preparation. He additionally shared that the Council continues to research best practices and anticipated implementing future best practices not currently being carried out.

Strategic Plan Update

A written report was provided to the Board. Mr. Adams asked the Board to suspend the Strategic Plan report until a new Strategic Plan was adopted. The Board agreed to suspend the report.

Committee for Mathematics Achievement (CMA) Presentation

Mr. Ryan Davis, a Central High School Math teacher and Chair of the Committee for Mathematics Achievement, presented on the work of the CMA. The CMA was implemented through legislation in 2005 with two (2) distinct responsibilities- to develop and oversee a Strategic Plan for improving mathematics achievement in Kentucky and to provide advice and guidance to policy makers in Kentucky in that same area. Mr. Davis said the CMA is trying to regenerate and determine next steps for Kentucky. The CMA most recently redeveloped a Strategic Plan and Mr. Davis shared the plan with the Board.

Commissioner Stephen Pruitt expressed concern that math content would be dropped instead of compacted. Mr. Davis said the committee would consider intervention and the audience for which the CMA work would be presented. President King commented on the remarkable work of the CMA; however, he said the work is conducted with a small number of teachers and not at scale. He said math should be relevant to the careers students pursue. He said there have been discussions in postsecondary education surrounding college level mathematics and aligning math requirements to majors the students are pursuing. Mr. Shad Sletto asked how many students take

geometry in the 8th grade, how many students progress from secondary into a postsecondary math-related degree, and how that has changed over time. EPSB staff will work to get this data to Mr. Sletto.

Teacher Supply and Demand Study

Dr. Kate Akers, Executive Director of the Kentucky Center for Education and Workforce Statistics (KCEWS), reported on the work of KCEWS. She presented on the Teacher Supply and Demand Study.

Teacher Leader Masters Implementation Update

Drs. Roland Sintos Coloma and Cindy Reed of Northern Kentucky University and Dr. Chris Miller of Morehead State University, spoke on their respective Teacher Leader Masters Programs.

Alternate Route to Certification (KRS 161.048) Survey Results

Mr. Terry Hibpshman of the University of Kentucky Research Foundation presented the results of an Alternative Route to Certification Survey. He said eventually a report will be released that will discuss the survey in more detail.

Office of Attorney General's Opinion Regarding Compensation for Student Teaching and Clinical Hours

Mr. Adams stated that in addition to reviewing the Opinion of the Attorney General that was issued in April, staff have found little data that support the practice of prohibiting an individual from obtaining field experience hours or student teaching at a district or school of origin or one in which the individual is employed. The Opinion of the Attorney General states that "Kentucky law does not prohibit an educator preparation program provider from awarding credit to a teacher education student for student teaching or field experience for which the student received a financial incentive from either the school district or an education cooperative." He said by coupling these items, it is possible that a teacher candidate could not only fulfill field experience or student teaching at district or school of origin or one of employment, but also receive compensation for field experience hours or student teaching. The direction previously given to EPPs from staff is that teacher candidates should not receive a financial compensation from the location where field experience or student teaching is conducted, nor should they be paid directly for those activities. At the August Board meeting, staff will be seeking direction from the Board around its desire to allow or limit this. Based on that discussion and direction, staff will draft regulatory changes for the October meeting. Ms. Sarah Burnett asked for information on other states who pay student teachers. Staff will work to get this information to the Board.

HB 50

Pursuant to HB 50, Mr. Adams explained that beginning July 1, 2017, all EPSB regulations must be reviewed every seven (7) years. He said the Board will see proposed changes to regulations as a result of HB 50.

KRS 161.030

Mr. Adams said that 161.030 is the statute that contains KTIP. He said that while not explicitly stated, it appears that the legislature may have only contemplated teaching in a traditional school setting. It does not appear that the legislature considered non-traditional settings such as infant

and early childhood educators teaching infants in a home or teachers in a virtual setting like KET. Currently, the statute does not allow these individuals to complete KTIP. EPSB staff have had discussions with a legislator who is willing to sponsor a bill that would be more flexible for these teachers. Staff will need to draft appropriate regulations related to the statute changes.

Executive Order 2017-334

Mr. Adams provided the Board with a copy of Executive Order 2017-334 that was issued on June 2, 2017, as well as, a copy of the Reorganization Plan. The Reorganization Plan states that, "It is expected that the improved planning and coordination of these entities afforded as a result of reorganization will drive management and oversight costs down due to the utilization of shared staff and resources. Moreover, it is believed that the confluence of membership and collaboration will considerably improve the delivery and alignment of services to all education stakeholders in the Commonwealth, including students, teachers, parents, and schools." Mr. Adams said after reviewing the Executive Order and the Reorganization Plan, as staff understand it, there are three groups on which this Board will need to appoint non-voting, ex officio members. Those are the Read to Achieve Advisory Council, State Advisory Council for Gifted and Talented Education, and State Advisory Council for Exceptional Children.

The Executive Order discussed that state supervision and oversight of the EPSB by the Kentucky Board of Education "shall be provided in as much as the Kentucky Board of Education shall be afforded the final approval over certain actions of the Education Professional Standards Board" to protect the board from allegations of "potential anti-trust violations" that arise when the board is comprised of "active market participants engaged in self-regulation with power to issue and suspend licenses and discipline its licensees.". Mr. Adams said, as staff understand it, when this Board takes final action, that is accepting or amending a hearing officer's recommended order pursuant to KRS 161.120, the educator may appeal that decision to the Kentucky Board of Education (KBE) within seven (7) days.

Another item from the Executive Order concerns regulations. Item XXIX (29) of the Executive Order states that "The Kentucky Board of Education shall be given thirty days to review and approve all proposed administrative regulations of the EPSB prior to promulgation in a manner prescribed by the State Board..." Mr. Adams stated that as staff understand it, after it has been approved by the EPSB and signed by the Board chair, the regulation must go to the KBE for review and approval. If the KBE approves, the KBE board chair will also sign the regulation and only then will the EPSB staff file the regulation with LRC.

New EPSB Staff

Mr. Adams recognized new staff members Kate Klems, Destiny Hall, Joe Martz, Chelsea Young, Sai Prasad, and Bradley Rogers.

Board Member Introductions

With several new EPSB members, the full Board introduced themselves to one another.

Report of the Chair

Appointment to the Nominating Committee for Chair and Vice-Chair

Chair Rob Akers appointed Sarah Burnett, Tracy Adams, and Kathy Gornik to serve on the Nominating Committee for chair and vice-chair.

Appointment to the Model Code of Ethics for Educators Review Committee

Chair Akers appointed Dusty Phelps, David Graham, and Rob Akers to the Model Code of Ethics for Educators Review Committee.

Appointment to the Waiver Committee

Chair Akers appointed Sherry Powers, Rachel Colyer, and Tolya Ellis to the Waiver Committee.

Information/Discussion Items

New Strategic Plan and Board Goals

Deputy Executive Director John Fields reviewed the proposed new Strategic Plan and Board goals.

Some new strategies were developed for the Board goals. These strategies included the following:

- * Ensure that all Kentucky Educator Preparation Programs will achieve or maintain state accreditation and Council for the Accreditation of Educator Preparation (CAEP) accreditation upon their next regularly scheduled accreditation visit, in accordance with timelines established by the EPSB and CAEP.
- * Promote awareness of the EPSB Code of Ethics through ethics trainings, seminars, publications, and the like.
- * Maintain and review EPSB Policies and Procedures.
- * Maintain appropriate committee reports to the EPSB.

Below were the proposed Strategic Plan goals:

Strategic Plan Goal 1: By August 1, 2020, local education agencies will have an adequate certification pool from which to select candidates and increase teacher retention regardless of geographic location.

Strategic Plan Goal 2: By August 1, 2020, P-12 teachers will have additional options through approved graduate level programs which will lead to more pathways for P-12 educators to teach dual credit and/or CTE dual credit.

Strategic Plan Goal 3: By August 1, 2020, all in-state, and where appropriate, out-of-state certification procedures for issuance and re-issuance will be modernized to utilize electronic systems for more efficient processing.

This item is scheduled to be brought back before the Board in August for final action.

Recommendations from the Ad Hoc Committee to Review Expanding Certificate Options for Rank II

Dr. Cindy Reed and Mr. Eddie Campbell reported on the recommendations from the Ad Hoc Committee to Review Expanding Certificate Options for Rank II. They said that although the group reached consensus, there were recommendations that remained controversial and unanimous agreement was not achieved.

The six committee recommendations were as follows:

- 1) Remove the mandatory requirements for an educator to obtain a Rank II as outlined in 16 KAR 8:020.
- 2) Allow a NBPTS certification to apply toward either a Rank II or Rank I as allowed in KRS 161.1211(1) classification of teachers. If an educator receives an additional NBPTS certificate in a different content area, the second certification may be used for a Rank I.
- 3) Create an approval process for an education cooperative, school district, or similar, as allowed in KRS 161.010(10). Grant certification authority to submit a planned pathway for a Rank II utilizing field-based experience, individual research, and approved professional development as allowed in KRS 161.095 continuing education for teachers.
- 4) Maintain the current CEO program as is.
- 5) Remove the prerequisite of a master's degree for admission to an administrative program, but maintain the experience prerequisites.
- 6) Inform and promote the changes made by the Board once they go into effect.

President King expressed concern in precluding over time career ladders versus the current rank model system. He said Kentucky should look to other successful nations as we move forward. Mr. Adams said he thinks this system will help with transitioning Mr. King's concerns.

The recommendations are scheduled to be brought back before the Board in August for final action. Regulations may be developed depending on what the Board approves.

Policy Governing Proceedings Relating to Action on an Application for Certification or an Educator's Certification

Ms. Cassie Trueblood explained that the purpose of this policy is to supplement the regulation and procedures by adding a deliberate set of principles to guide Board decisions and achieve consistent outcomes. This item is scheduled to be brought back to the Board in August for final action.

16 KAR 5:030. Proficiency Evaluation, Amendment, Notice of Intent

Dr. Ben Boggs explained proposed changes to 16 KAR 5:030. This administrative regulation establishes an alternate process by which an educator preparation provider may recognize the competency and proficiency of a prospective educator or certified educator based on something other than college credit.

An educator preparation provider that would like to administer proficiency evaluations will need to:

- 1) Notify the EPSB of its plans to conduct proficiency evaluations;
- 2) Provide the EPSB with a copy of the procedure it will use to conduct the proficiency evaluations;
- 3) Work with prospective educators or currently certified educators to create a plan for obtaining

a certification; and

4) Recommend prospective educators or currently certified educators for certification.

The EPSB will need to receive and review proficiency evaluation plans.

This item is scheduled to be brought back to the Board in August for final action.

16 KAR 2:010. Kentucky Teaching Certificates, Amendment, Notice of Intent

Ms. Donna Brockman explained proposed changes to 16 KAR 2:010. The proposed amendments to 16 KAR 2:010 are being brought forward largely because the Board will be considering amendments to 16 KAR 5:030 (Proficiency Evaluation). The Board will need to consider amendments to 16 KAR 2:010 in order to effectuate the intent of 16 KAR 5:030. In addition to those proposed amendments, the Board will also be considering amendments including, but not limited to the following:

- Revisions as a result of recent amendments to KRS 161.010 and KRS 161.048 by the General Assembly in the 2017 Legislative Session.
- Revisions necessary to eliminate the need to incorporate by reference an application form.
- Elimination of the criminal background check requirement.
- Revisions as a result of the changes made to federal law.

This item is scheduled to be brought back to the Board in August for final action.

Action Items

Statements of Consideration for 16 KAR 2:020. Occupation-Based Career and Technical Education Certification, Amendment, Final Action

Associate Commissioner Laura Arnold answered questions from the Board concerning KDE's proposed NTI.

2017-019

Motion made by Mr. Graham, seconded by Ms. Burnett, to approve the proposed amendments to 16 KAR 2:020.

Vote: *Unanimous*

Statements of Consideration for 16 KAR 8:040. Ranking of Occupation-Based Career and Technical Education Teachers, Amendment, Final Action

2017-020

Motion made by Mr. King, seconded by Mr. Shad Sletto, to approve the proposed amendments to 16 KAR 8:040.

Vote: *Unanimous*

Statements of Consideration for 16 KAR 5:020. Standards for Admission to Educator Preparation, Amendment, Final Action

2017-021

Motion made by Mr. Sletto, seconded by Mr. Graham, to approve the proposed amendments to 16 KAR 5:020.

Vote: Yes- 12

No- 1 (Robert King)

16 KAR 1:015. Teacher Leader Standards, Final Action

2017-022

Motion made by Mr. King, seconded by Dr. Stephen Pruitt, to approve 16 KAR 1:015.

Vote: Unanimous

Occupation-Based Career and Technical Education Assessment Requirements

2017-023

Motion made by Mr. King, seconded by Mr. Tracy Adams, to approve the proposed order.

Vote: Unanimous

Waivers

16 KAR 2:020. Request to Waive Educational Requirements, Ron Herp

2017-024

Motion made by Ms. Ellis, seconded by Mr. Graham, to approve the waiver request for Ron Herp.

Vote: Unanimous

16 KAR 8:010. Request to Waive Rank Change Requirements, Jr. Aaron Sams

2017-025

Motion made by Ms. Burnett, seconded by Ms. Adams, to approve the waiver request for Jr. Aaron Sams.

Vote: Unanimous

16 KAR 6.010. Request to Waive Testing Requirements, Megan Poage

2017-026

Motion made by Ms. Ellis, seconded by Mr. Graham, to approve the waiver request for Megan Poage.

Vote: Unanimous

16 KAR 2:120. Request to Waive Emergency Certificate Requirements, Alex Ryan Tungate

2017-027

Motion made by Ms. Burnett , seconded by Ms. Rachel Colyer, to approve the waiver request for the 2017-2018 academic year for Alex Ryan Tungate.

Vote: Yes (David Graham recused)

16 KAR 4:080. Request to Waive Out-of-State Recency Requirements, Superintendent Collins on behalf of Chanelle Collins

2017-028

Motion made by Mr. Graham, seconded by Ms. Colyer, to approve the request for Superintendent Collins on behalf of Chanelle Collins with the condition that Ms. Collins must meet the requirements of 16 KAR 4:080 by the end of the 2017-2018 school year.

Vote: *Unanimous*

16 KAR 4:080. Request to Waive Out-of-State Recency Requirements, Superintendent Collins on behalf of Bethany Goodman

2017-029

Motion made by Ms. Ellis, seconded by Ms. Kathy Gornik, to approve the request for Superintendent Collins on behalf of Bethany Goodman with the condition that Ms. Goodman must meet the requirements of 16 KAR 4:080 by the end of the 2017-2018 school year.

Vote: *Unanimous*

16 KAR 2:140. Request to Waive Restriction of the Total Validity Period of the Probationary Certificate for Interdisciplinary Early Childhood Education, Beverly Yancy

2017-030

Motion made by Ms. Adams, seconded by Ms. Burnett, to approve the waiver request for Beverly Yancy.

Vote: *Unanimous*

16 KAR 8:010. Request to Waive Rank I Classification Requirements, Kiristen Webb

2017-031

Motion made by Ms. Colyer, seconded by Ms. Adams, to approve the waiver request for Kiristen Webb.

Vote: *Unanimous*

16 KAR 3:030. Request to Waive Certification Requirements for Director of Pupil Personnel, Alvin Elsbernd

2017-032

Motion made by Mr. Graham, seconded by Ms. Gornik, to approve the waiver request for Alvin Elsbernd.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teaching Requirements, Dr. Sam Evans on behalf of Tanya Escobar

2017-033

Motion made by Ms. Adams, seconded by Ms. Colyer, to approve the waiver request for Dr. Sam Evans on behalf of Tanya Escobar.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teaching Requirements, Dr. Amy Lingo on behalf of Jared Ramirez

2017-034

Motion made by Ms. Adams, seconded by Ms. Burnett, to approve the waiver request for Dr. Amy Lingo on behalf of Jared Ramirez.

Vote: *Unanimous*

16. KAR. 5:040. Request to Waive Student Teaching Requirements, Dr. Amy Lingo on behalf of Katie Mauer

2017-035

Motion made by Mr. Dusty Phelps, seconded by Ms. Colyer, to approve the waiver request for Dr. Amy Lingo on behalf of Katie Mauer.

Vote: *Unanimous*

16 KAR 1:010. Request to Waiver Kentucky Teacher Standards, Dr. Beverly Ennis, Campbellsville University

2017-036

Motion made by Ms. Adams, seconded by Ms. Burnett, to 1) approve the request submitted by Dr. Beverly Ennis on behalf of Campbellsville University to waive the requirement that Campbellsville University use the Teacher Standards for Educator Preparation and Certification in effect prior to July 1, 2018, so that Campbellsville University may begin phasing in the new Teachers Standards that will become effective on July 1, 2018; and 2) extend the waiver granted to Campbellsville University to other Educator Preparation Program Providers (EPPs) interested in phasing in the new Teacher Standards that will become effective as of July 1, 2018, as long as those EPPs submit its intent to do so to Dr. Ben Boggs.

Vote: *Unanimous*

16 KAR 7:010. Waiver of KTIP Requirement, Kentucky Department of Education

2017-037

Motion made by Mr. Steven Thomas, seconded by Ms. Gornik, to 1) approve the request submitted by the Kentucky Department of Education to waive the requirement that OCTE teacher candidates complete the Kentucky Internship Program (KTIP) in the first year of teaching; and 2) extend the waiver to school districts also interested in waiving the requirement that OCTE teacher candidates complete KTIP in the first year of teaching. OCTE teachers who do not complete KTIP in the first year of teaching because of this waiver will be permitted to complete KTIP in the second year of teaching instead.

Vote: *Unanimous*

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
June 19, 2017**

Motion made by Dr. Sherry Powers seconded by Mr. Shad Sletto, to go into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports in accordance with KRS 61.810(1) (c) & (j). The Board also reviewed pending litigation.

Vote: *Unanimous*

Motion made by Mr. Shad Sletto seconded by Ms. Robin Hebert, to return to open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Tracy Adams, Rob Akers, Sarah Burnett, Rachel Colyer, Tolya Ellis, David Graham, Katherine Gornik, Robin Hebert, Sherry Powers, Shad Sletto, and Steven Thomas.

Attorneys present were Luke Gilbert, Lisa Lang, Joseph Martz, Eric Ray, Hannah Satram-Hale, Cassie Trueblood and Chelsea Young.

INITIAL CASE REVIEW

<u>Case Number</u>	<u>Decision</u>	
1703569	Defer for Training	
1703543	Dismissed	
1703499	Attorney Review	
1702161	Defer for Training	
1703493	Defer for Training	
1703579	Admonish and Training	
1703513	Attorney Review	
1703545	Defer for Training	
1703591	Admonish	
170291	Admonish and Training	
170295	Admonish and Training	
170281	Attorney Review	<i>(Ms. Hebert recused)</i>
1703555	Attorney Review	
1702253	Attorney Review	
1702251	Attorney Review	
1703503	Attorney Review	
1703551	Attorney Review	
1702249	Attorney Review	
1702125	Attorney Review	<i>(Mr. Akers recused)</i>

1702255	Attorney Review	
1703589	Attorney Review	
1702137	Admonish and Training	
1702139	Admonish and Training	
1611937	Defer for Training	
1702115	Attorney Review	
1703567	Admonish	
1703597	Admonish	
1703561	Dismissed	
1703559	Dismissed	
1703523	Defer for Training	
1703557	Defer for Training	<i>(Ms. Hebert recused)</i>
1703481	Dismissed	
1702149	Defer for Training	
1702277	Attorney Review	
1705922	Attorney Review	
1703599	Defer for Training	
1703553	Admonish and Training	
1703571	Dismissed	
1702145	Defer for Training	
1702135	Defer for Training	
1703511	Dismissed	
1703529	Defer for Training	
1703583	Defer for Training	
1703595	Dismissed	
17027	Defer for Training	<i>(Ms. Hebert recused)</i>
1703393	Defer for Training	<i>(Ms. Hebert recused)</i>
1703383	Defer for Training	<i>(Ms. Hebert recused)</i>
1703365	Defer for Training	<i>(Ms. Hebert recused)</i>
1705683	Dismissed	<i>(Ms. Hebert recused)</i>
1703397	Dismissed	<i>(Ms. Hebert recused)</i>
1703385	Defer for Training	<i>(Ms. Hebert recused)</i>
1702297	Defer for Training	<i>(Ms. Hebert recused)</i>
1702295	Defer for Training	<i>(Ms. Hebert recused)</i>
1703431	Defer for Training	<i>(Ms. Hebert recused)</i>
1703409	Defer for Training	<i>(Ms. Hebert recused)</i>
16121017	Defer for Training	<i>(Ms. Hebert recused)</i>
1703355	Defer for Training	<i>(Ms. Hebert recused)</i>
1703427	Defer for Training	<i>(Ms. Hebert recused)</i>
17029	Defer for Training	<i>(Ms. Hebert recused)</i>
1703413	Dismissed	<i>(Ms. Hebert recused)</i>
1703371	Dismissed	<i>(Ms. Hebert recused)</i>
1703391	Defer for Training	<i>(Ms. Hebert recused)</i>
1703415	Defer for Training	<i>(Ms. Hebert recused)</i>
1703411	Dismissed	<i>(Ms. Hebert recused)</i>
1702313	Defer for Training	<i>(Ms. Hebert recused)</i>

1703401	Defer for Training	<i>(Ms. Hebert recused)</i>
1705783	Dismissed	<i>(Ms. Hebert recused)</i>
1703417	Defer for Training	<i>(Ms. Hebert recused)</i>
1703369	Defer for Training	<i>(Ms. Hebert recused)</i>
1703379	Defer for Training	<i>(Ms. Hebert recused)</i>
1703381	Defer for Training	<i>(Ms. Hebert recused)</i>
1703373	Defer for Training	<i>(Ms. Hebert recused)</i>
1703435	Attorney Review	<i>(Ms. Hebert recused)</i>
1703375	Defer for Training	<i>(Ms. Hebert recused)</i>
1703351	Defer for Training	<i>(Ms. Hebert recused)</i>
1703433	Defer for Training	<i>(Ms. Hebert recused)</i>
1703357	Defer for Training	<i>(Ms. Hebert recused)</i>
1703419	Defer for Training	<i>(Ms. Hebert recused)</i>
1703407	Defer for Training	<i>(Ms. Hebert recused)</i>
1703377	Defer for Training	<i>(Ms. Hebert recused)</i>
1703395	Defer for Training	<i>(Ms. Hebert recused)</i>
1703367	Defer for Training	<i>(Ms. Hebert recused)</i>
1702311	Defer for Training	<i>(Ms. Hebert recused)</i>
1703399	Defer for Training	<i>(Ms. Hebert recused)</i>
1703389	Dismissed	<i>(Ms. Hebert recused)</i>
170221	Defer for Training	<i>(Ms. Hebert recused)</i>
1703423	Defer for Training	<i>(Ms. Hebert recused)</i>
1703353	Dismissed	<i>(Ms. Hebert recused)</i>
170219	Defer for Training	<i>(Ms. Hebert recused)</i>
170211	Defer for Training	<i>(Ms. Hebert recused)</i>
1705697	Attorney Review	<i>(Ms. Hebert recused)</i>
1703403	Defer for Training	<i>(Ms. Hebert recused)</i>
1703361	Defer for Training	<i>(Ms. Hebert recused)</i>
170259	Defer for Training	<i>(Ms. Hebert recused)</i>
170223	Defer for Training	<i>(Ms. Hebert recused)</i>
170263	Dismissed	<i>(Ms. Hebert recused)</i>
170261	Attorney Review	<i>(Ms. Hebert recused)</i>
170267	Dismissed	<i>(Ms. Hebert recused)</i>
1702299	Defer for Training	<i>(Ms. Hebert recused)</i>
170241	Defer for Training	<i>(Ms. Hebert recused)</i>
16121039	Defer for Training	<i>(Ms. Hebert recused)</i>
170273	Defer for Training	<i>(Ms. Hebert recused)</i>
1705747	Defer for Training	<i>(Ms. Hebert recused)</i>
1702305	Dismissed	<i>(Ms. Hebert recused)</i>
1702293	Dismissed	<i>(Ms. Hebert recused)</i>
1703405	Dismissed	<i>(Ms. Hebert recused)</i>
1702291	Defer for Training	<i>(Ms. Hebert recused)</i>
1702287	Defer for Training	<i>(Ms. Hebert recused)</i>
1702303	Defer for Training	<i>(Ms. Hebert recused)</i>
1702309	Defer for Training	<i>(Ms. Hebert recused)</i>
1702301	Defer for Training	<i>(Ms. Hebert recused)</i>

1703363	Defer for Training	<i>(Ms. Hebert recused)</i>
170253	Dismissed	<i>(Ms. Hebert recused)</i>
170245	Defer for Training	<i>(Ms. Hebert recused)</i>
17021	Defer for Training	<i>(Ms. Hebert recused)</i>
1703581	Dismissed	
1703593	Attorney Review	
1703549	Dismissed	
1703575	Dismissed	
1702147	Defer for Training	
1703483	Defer for Training	
1702153	Defer for Training	
1703541	Defer for Training	
1703495	Defer for Training	
1703485	Defer for Training	
16121119	Defer for Training	
1705886	Dismissed	
1703497	Defer for Training	
1703531	Dismissed	
1702155	Defer for Training	
1703525	Defer for Training	
1702129	Attorney Review	
1703547	Admonish	
1702283	Attorney Review	
1703519	Defer for Training	
1702141	Attorney Review	
1702111	Defer for Training	
170279	Admonish and Training	
1702285	Dismissed	
1702279	Attorney Review	
1703505	Attorney Review	
1702151	Attorney Review	
1703507	Defer for Training	
1702133	Defer for Training	
170277	Attorney Review	
1702131	Defer for Training	
1703521	Dismissed	
1705944	Dismissed	
1702259	Dismissed	
1610835	Attorney Review	
1702261	Dismissed	
1705942	Dismissed	
1610837	Defer for Training	
1703563	Defer for Training	
1703565	Defer for Training	
1702269	Attorney Review	
1702271	Attorney Review	

1702273	Attorney Review	
1702267	Defer for Training	
1208520	Refer to Hearing	
1104256	Refer to Hearing	
1602109	Refer to Hearing	
970137	Refer to Hearing	
1511741	Attorney Review	
1108623	Dismissed	
1304251	Dismissed	
170243	Attorney Review	<i>(Ms. Hebert recused)</i>
1606415	Dismissed	
1605319	Dismissed	
1608531	Dismissed	<i>(Ms. Hebert recused)</i>
1610767	Dismissed	<i>(Ms. Hebert recused)</i>
1610781	Dismissed	<i>(Ms. Hebert recused)</i>
1610787	Dismissed	<i>(Ms. Hebert recused)</i>
1610801	Dismissed	<i>(Ms. Hebert recused)</i>
1611895	Dismissed	<i>(Ms. Hebert recused)</i>
1611903	Dismissed	<i>(Ms. Hebert recused)</i>
1611915	Dismissed	<i>(Ms. Hebert recused)</i>
1611917	Dismissed	<i>(Ms. Hebert recused)</i>
1612997	Dismissed	<i>(Ms. Hebert recused)</i>
16121003	Dismissed	<i>(Ms. Hebert recused)</i>
16121027	Dismissed	<i>(Ms. Hebert recused)</i>
16121047	Dismissed	<i>(Ms. Hebert recused)</i>
16121033	Dismissed	<i>(Ms. Hebert recused)</i>
16121037	Dismissed	<i>(Ms. Hebert recused)</i>
16121053	Dismissed	<i>(Ms. Hebert recused)</i>
17025	Dismissed	<i>(Ms. Hebert recused)</i>
170237	Dismissed	<i>(Ms. Hebert recused)</i>
170247	Dismissed	<i>(Ms. Hebert recused)</i>

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
17242	Approve
17262	Approve
17261	Approve
17232	Approve
17291	Deny
17335	Approve
17255	Approve
17326	Deny
17342	Approve
17366	Approve
17311	Approve
17303	Approve

17376	Approve	
17355	Approve	
17424	Approve	
17398	Approve	
17411	Approve	
17377	Approve	
17435	Approve	
17369	Approve	
17434	Approve	
17396	Approve	
17249	Approve	
17553	Approve	
17455	Approve	
17468	Approve	
17532	Approve	
17478	Approve	
17494	Approve	
161362	Approve	
17577	Approve	
17312	Approve	
17272	Approve	
17559	Approve	
17510	Approve	(Ms. Adams recused)
17282	Approve	
17290	Approve	
17379	Approve	
17473	Approve	
17571	Deny	
17246	Defer	
17356	Deny	

Agreed Orders

Case Number

Decision

160265 James Francis

Accept Agreed Order admonishing Francis for failing to exemplify behaviors, which maintain the dignity and integrity of the profession when he engaged in a shouting match with a subordinate employee, and displayed unprofessional behavior during a council meeting. The Board reminds Francis of his professional responsibility to accord just and equitable treatment to all members of the profession. The Board will not tolerate any further incidents of misconduct by Francis.

1. By August 1, 2017, Francis shall provide written proof to the Board that he has completed educator

ethics training, as approved by the Board. Francis shall pay any expense incurred. If Francis fails to satisfy this condition by August 1, 2017, Certificate Number 200210046 shall be administratively suspended until such condition is satisfied.

2. By August 1, 2017, Francis shall provide written proof to the Board that he has completed training on successful leadership, as approved by the Board. Francis shall pay any expense incurred. If Francis fails to satisfy this condition by August 1, 2017, Certificate Number 200210046 shall be administratively suspended until such condition is satisfied.

Furthermore, Certificate Number 200210046 shall be subject to the following probationary condition for a period of eighteen (18) months:

1. Francis shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. If Francis fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Francis is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1511825 Brandi Whitaker

Accept Agreed Order stating that Whitaker voluntarily, knowingly, and intelligently surrenders Certificate Number 201172515, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Whitaker shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1610825 Carla Smith

Accept Agreed Order admonishing Smith for exercising poor professional judgment and for failing to properly manage a student's behavior. The Board reminds Smith that as a certified educator in the Commonwealth of Kentucky, she has an ethical duty to provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice. The Board will not tolerate any further incidents of misconduct from Smith.

1. By December 1, 2017, Smith shall provide written proof to the Board that she has completed classroom management training, as approved by the Board. If Smith fails to satisfy this condition by December 1, 2017, Certificate Number 199802126 shall be administratively suspended until such condition is satisfied.

Smith is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1606377 Jennifer Tilford

Accept Agreed Order suspending Certificate Number 199903651 for a period of one (1) year.

Furthermore, Tilford is admonished for failing to exemplify behaviors, which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare, and safety of others. The

Board will not tolerate any further incidents of misconduct from Tilford.

Prior to reinstatement of Certificate Number 199903651, Tilford shall first comply with the following reinstatement conditions:

1. Tilford shall submit written proof to the Board that she has completed educator ethics training, as approved by the Board. Tilford shall pay any expense incurred. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall not be reinstated until such condition is satisfied.
2. Tilford shall submit written proof to the Board that she has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed/certified chemical dependency counselor, as approved by the Board. Tilford shall pay any expense incurred. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall not be reinstated until such condition is satisfied.
3. Tilford shall submit written proof to the Board she has complied with a comprehensive evaluation from a licensed/certified psychiatrist or mental health professional and is fit to return to the education profession, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Tilford shall pay any expense incurred. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 199903651 shall be subject to the following permanent probationary conditions:

1. If the evaluating chemical dependency counselor, as approved by the Board, makes any treatment recommendations, Tilford shall submit quarterly written progress reports to the Board, beginning three (3) months after her initial alcohol/substance abuse assessment that she is compliant with all treatment recommendations, until such time as she

is released from treatment. Tilford shall pay any expense incurred. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall be administratively suspended until such condition is satisfied.

2. If the evaluating psychiatrist or mental health professional, as approved by the Board, makes any treatment recommendations, Tilford shall submit quarterly written progress reports to the Board, beginning three (3) months after her initial fit for duty assessment that she is compliant with all treatment recommendations, until such time as she is released from treatment. Tilford shall pay any expense incurred. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall be administratively suspended until such condition is satisfied.
3. Tilford shall have no more convictions. If Tilford is convicted of, or enters a guilty or no contest plea, to any criminal charge, other than a minor traffic violation, she shall submit this information to the Board in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall be administratively suspended pending Board review and disposition.
4. Tilford shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of Certificate Number 199903651 and/or for additional certification(s). Tilford shall pay any expense incurred. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall not be renewed and/or issued until such condition is satisfied.
5. Tilford shall not receive any disciplinary action from any school district in which she is employed. If Tilford fails to satisfy this condition, Certificate Number 199903651 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Tilford is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1606407 John Hahn

Accept Agreed Order admonishing Hahn for subjecting students to embarrassment or disparagement, and for failing to take reasonable measures to protect the emotional well-being of his students. The Board reminds Hahn that as a professional educator, he must always treat students with dignity and respect and consistently maintain a positive learning environment for all. The Board will not tolerate any further incidents of misconduct by Hahn.

1. By December 1, 2017, Hahn shall provide written proof to the Board that he has completed professional development or training on educator ethics, as approved by the Board. Hahn shall pay any expense incurred. If Hahn fails to satisfy this condition prior to December 1, 2017, Certificate Number 201133083 shall be administratively suspended until such condition is satisfied.

Hahn is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

170297 Caitlyn Howell

Accept Agreed Order admonishing Howell for breach of contract. The Board reminds Howell of her ethical duties

to students, to parents, and to the education profession. By resigning in the middle of the year, Howell disrupted the educational process, and negatively affected her former students. In the future, Howell is expected to carefully consider the impact her resignation will have on her students, and fully comply with the requirements set forth in KRS 161.780. The Board will not tolerate any more incidents of misconduct by Howell.

Howell is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1512835 Aaron Anderson

Accept Agreed Order retroactively suspending Certificate Number 199802287 from May 10, 2016 through August 8, 2016.

1. By December 1, 2017, Anderson shall provide written proof to the Board that he has completed twelve (12) hours of educator ethics training, as approved by the Board. Anderson shall pay any expense incurred. If Anderson fails to satisfy this condition by December 1, 2017, Certificate Number 199802287 shall be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 199802287 shall be subject to the following probationary condition for a period of two (2) years:

1. Anderson shall receive no disciplinary action involving sexual conduct during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition. If Anderson fails to satisfy this condition, Certificate Number 199802287 shall be automatically

suspended for a period of one (1) year, and subject to additional sanctions by the Board pursuant to KRS 161.120.

Anderson is aware that should he violate KRS 161.120 in the future, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Hebert recused)*

170257 Kristen Strausser

Accept Agreed Order stating that Strausser no longer lives in Kentucky, is not currently employed in the education profession, and has no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Strausser shall submit written proof to the Board that she has completed the three (3) hours of Administrative Code Training recommended by KDE. If Strausser fails to satisfy this condition prior to accepting a certified position, Certificate Number 201152388 shall be administratively suspended until such condition is satisfied. Strausser is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Hebert recused)*

CF17210 Michael Simms

Accept Agreed Order stating Simms shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Simms shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall submit written evidence that he has complied with the assessment process. Simms shall pay any expense incurred.
2. Simms shall submit written proof to the Board that he has completed educator ethics training, as approved by the Board. Simms shall pay any expense incurred.

Any and all certificates issued to Simms shall be subject to the following conditions:

1. If Simms's chemical dependency counselor makes any treatment recommendations, Simms shall comply with the treatment recommendations. Simms shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Simms shall pay any expense incurred. If Simms fails to comply with this condition, any and all certificates issued to him shall be administratively suspended until he is in compliance.
2. Simms shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Simms is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, he shall submit this information to the Board, in writing, within thirty (30) days. If Simms fails to comply with this condition in its entirety, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. Simms shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Simms shall pay any expense incurred. If Simms fails to comply with this condition, his application for renewal and/or additional certification(s) shall be denied until he is in compliance.

Vote: *Unanimous*

170217 Peter Phelan

Accept Agreed Order retroactively suspending Certificate Number 000005363 from July 1, 2015 through July 30, 2015.

Phelan is currently retired and has no immediate plans to return to the education profession. However, prior to

accepting a certified position in Kentucky, Phelan shall first comply with the following conditions:

1. Phelan shall provide written proof to the Board that he has completed the three (3) hours of Administrative Code training recommended by KDE. Phelan shall pay any expense incurred. If Phelan fails to satisfy this condition prior to accepting a certified position, Certificate Number 000005363 shall be administratively suspended until such condition is satisfied.
2. Phelan shall provide written proof to the Board that he has completed educator ethics training, as approved by the Board. Phelan shall pay any expense incurred. If Phelan fails to satisfy this condition prior to accepting a certified position, Certificate Number 000005363 shall be administratively suspended until such condition is satisfied.

Phelan is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Hebert recused)*

170275 Febbie Allen

Accept Agreed Order admonishing Allen for neglect of duty, specifically for allowing her husband to search her classroom and the district computer, allowing him to search unaccompanied the school premises, and for failing to keep her school key secure, which resulted in her husband using the key to enter the school property and search classrooms and computers. Allen is also admonished for conduct unbecoming an educator, specifically for allowing her personal affairs to disrupt the school community. The Board reminds Allen that as a certified educator in the Commonwealth of Kentucky she has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Allen and the Board expects Allen to uphold the Professional Code of Ethics in the future.

Upon acceptance of this agreement by the Board, Certificate Number 199604315 shall be on probation for a

period of five (5) years subject to the following probationary conditions:

- 1) By December 31, 2017, Allen shall submit written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Allen. If Allen fails to satisfy this condition, Certificate Number 199604315 shall automatically be suspended until Allen completes the required training and provides the appropriate written proof to the Board.
- 2) During the probationary period, Allen shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky for neglect of duty. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Allen fails to satisfy this condition, Certificate Number 199604315 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

Allen is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1310710 Casey Kays

Accept Agreed Order stating Kays voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 000061089, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Kays shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1609715 Kasey Warren

Accept Agreed Order permanently revoking Certificate number 201194231. Warren shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Warren shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1410725 Jeremy Hedges

Accept Agreed Order suspending Certificate Number 000060511 for a period of two (2) years.

Furthermore, upon acceptance of this agreement by the Board, Certificate Number 000060511 shall be on probation for a period of five (5) years subject to the following probationary conditions:

1. Within three (3) months of returning to the classroom, Hedges shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Hedges. If Hedges fails to satisfy this condition, Certificate Number 000060511 shall automatically be suspended until Hedges completes the required training and provides the appropriate written proof to the Board.
2. During the probationary period, Hedges shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Hedges fails to satisfy this condition, Certificate Number 000060511 shall automatically be suspended pending further Board review and disposition.

Hedges is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1103237 James Willis

Accept Agreed Order stating Willis shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Willis, or on his behalf, shall be denied.

Vote: *Unanimous*

1305317 Johnny White

Accept Agreed Order admonishing White for conduct unbecoming an educator, specifically for allowing two minor students to visit his residence and spend the night with knowledge the parent's did not approve. The Board reminds White that as a certified educator in the Commonwealth of Kentucky, he has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any further incidents of misconduct by White.

Upon acceptance of this agreement by the Board, Certificate number 000079865 shall be on probation for two (2) years and subject to the following probationary conditions:

1. White shall provide written proof to the Board that he has completed twelve (12) hours of professional development/ training in the area of professional ethics with an emphasis by December 31, 2017. Any expense required for said training shall be paid by White. If White fails to satisfy this condition, certificate number 000079865 shall be automatically suspended until White completes the required training and provides the appropriate written proof to the Board.
2. During the probationary period, White shall not receive any disciplinary action for conduct unbecoming an educator from any school district in which he is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if

requested by either the tribunal/ or arbitration process. If White fails to satisfy this condition, Certificate Number 000079865 shall be automatically suspended until further action by this Board.

White is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1711788 Ashley Silas

Accept Agreed Order retroactively suspending Certificate Number 65821 for the period of November 1, 2014 to November 31, 2014.

Silas is admonished for exercising poor professional judgment and for failing to properly manage a student's behavior. The Board recognizes that students are going to misbehave and disrupt the classroom setting, but an educator must remain aware of the line between appropriate and inappropriate physical intervention when interacting with a student. The Board reminds Silas that she has a duty to protect the health and safety of students and to set a positive example for her students. The Board will not tolerate any further incidents of misconduct from Silas.

1. By August 1, 2017 Silas shall provide written proof to the Board that she has completed six (6) hours of professional development or training in the areas of educator ethics and classroom management, as approved by the Board. Silas shall pay any expense incurred. If Silas fails to satisfy this condition by August 1, 2017, Certificate Number 65821 shall be administratively suspended until such condition is satisfied.

Furthermore, Certificate Number 65821 shall be subject to the following probationary condition for a period of two (2) years:

1. Silas shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. If Silas fails to satisfy this condition, Certificate Number

65821 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Silas is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1702105 Stacey Little

Accept Agreed Order suspending Certificate Number 199701177 from July 1, 2017 through July 15, 2017, a total of fifteen (15) days.

1. By September 1, 2017, Little shall provide written proof to the Board that she has completed state and federal special education law training, as approved by the Board. Little shall pay any expense incurred. If Little fails to satisfy this condition by September 1, 2017, Certificate Number 199701177 shall be administratively suspended until such condition has been satisfied.
2. By December 1, 2017, Little shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Little shall pay any expense incurred. If Little fails to satisfy this condition by December 1, 2017, Certificate Number 199701177 shall be administratively suspended until such condition has been satisfied.

In addition, Certificate Number 199701177 shall be subject to the following probationary condition for a period of three (3) years:

1. Little shall not receive any disciplinary action for neglect of duty or violation of school law from any school district in which she is employed. If Little fails to satisfy this condition, Certificate Number 199701177 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Little is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF17149 Tommy Fox

Accept Agreed Order stating that Fox shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Fox shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall submit written evidence that he has complied with the assessment process. Fox shall pay any expense incurred.

2. Fox shall submit written proof to the Board that he has completed educator ethics training, as approved by the Board. Fox shall pay any expense incurred.

Any and all certificates issued to Fox shall be subject to the following conditions:

1. If Fox's chemical dependency counselor makes any treatment recommendations, Fox shall comply with the treatment recommendations. Fox shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Fox shall pay any expense incurred. If Fox fails to comply with this condition, any and all certificates issued to him shall be administratively suspended until he is in compliance.
2. Fox shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Fox is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. If Fox fails to comply with this condition in its entirety, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. Fox shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Fox shall pay any expense incurred. If Fox fails to comply with this condition, his application for renewal and/or additional certification(s) shall be denied until he is in compliance.

Vote: *Unanimous*

Accept Agreed Order retroactively suspending Certificate Number 200203364 from December 5, 2016 through January 3, 2017, a period of thirty (30) days.

1. Posey has submitted written proof to the Board from a licensed clinical psychologist that she has completed a comprehensive evaluation and is fit to return to the classroom.
2. By December 1, 2017, Posey shall submit written proof to the Board that she has completed educator ethics training, as approved by the Board. Posey shall pay any expense incurred. If Posey fails to satisfy this condition by December 1, 2017, Certificate Number 200203364 shall be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 200203364 shall be subject to the following probationary conditions for a period of five (5) years:

1. If the evaluating psychologist makes any treatment recommendations, Posey shall submit quarterly written progress reports to the Board, beginning three (3) months after her initial evaluation, that she is compliant with all treatment recommendations, until she is released from treatment. Posey shall pay any expense incurred. If Posey fails to satisfy this condition, Certificate Number 200203364 shall be administratively suspended until such condition is satisfied.
2. Posey shall receive no disciplinary action for inappropriate student/teacher boundaries from any school district in which she is employed. If Posey fails to satisfy this condition, Certificate Number 200203364 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal

therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Posey is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1306389 Brett Meredith

Accept Agreed Order revoking Certificate Number 000079481 from May 24, 2013 through May 24, 2023, a period of ten (10) years. Meredith shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

At the conclusion of the revocation period, in addition to any educational and assessment requirements necessary for certification at the time, Meredith shall comply with the following reissuance conditions:

1. Meredith shall submit written proof to the Board that he has completed twelve (12) hours of educator ethics training, with an emphasis on appropriate educator/student boundaries, as approved by the Board. Meredith shall pay any expense incurred.
2. Meredith shall submit a current state and federal criminal background report to the Board. Meredith shall pay any expense incurred. If Meredith has received any convictions other than minor traffic violations during the revocation period, Certificate Number 000079481 shall not be reissued. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.

Certificate Number 000079481 shall not be reissued until both reissuance conditions have been satisfied.

Upon reissuance, Certificate Number 000079481 shall be subject to the following probationary conditions:

1. Meredith shall have no criminal convictions. If Meredith is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, he shall submit this information to the Board, in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. Failure to comply with this condition will result in the administrative suspension of Certificate Number 000079481 pending Board review and disposition.
2. Meredith shall have no disciplinary action for inappropriate interactions with students or inappropriate educator/student boundaries from any school district in which he is employed. Failure to comply with this condition will result in the administrative suspension of Certificate Number 000079481 pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Meredith is aware that should he violate any provision of KRS 161.120 in the future, the Board shall initiate a disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1702101 Nathan Mason

Accept Agreed Order retroactively suspending Certificate Number 201163769 from January 12, 2017 through March 31, 2017.

1. By August 1, 2017, Mason shall provide written proof to the Board that he has completed a comprehensive alcohol/substance abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Mason shall pay any expense incurred. If Mason fails to satisfy this condition by August 1, 2017, Certificate Number 201163769 shall be administratively suspended until such condition is satisfied.
2. By October 1, 2017, Mason shall provide written proof to the Board that he has completed the three (3) hours of Administrative Code training recommended by KDE. Mason shall pay any expense incurred. If Mason fails to satisfy this condition by October 1, 2017, Certificate Number 201163769 shall be administratively suspended until such condition is satisfied.
3. By December 1, 2017, Mason shall provide written proof to the Board that he has completed educator ethics training, as approved by the Board. Mason shall pay any expense incurred. If Mason fails to satisfy this condition by December 1, 2017, Certificate Number 201163769 shall be administratively suspended until such condition is satisfied.

Furthermore, Certificate Number 201163769 shall be subject to the following probationary conditions for a period of five (5) years:

1. If the evaluating chemical dependency counselor makes any treatment recommendations, Mason shall submit quarterly written progress reports to the Board, beginning three (3) months after his initial assessment that he is compliant with all treatment recommendations, until he is released from treatment. Mason shall pay any expense incurred. If Mason fails to satisfy this condition, Certificate Number 201163769 shall be administratively suspended until such condition is satisfied.

2. Mason shall submit to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Mason shall pay any expense incurred. If Mason fails to satisfy this condition, Certificate Number 201163769 shall be administratively suspended pending Board review and disposition.
3. Mason shall receive no disciplinary action involving the use of drugs or alcohol from any school district in which he is employed. If Mason fails to satisfy this condition, Certificate Number 201163769 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Mason is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1611939 John New

Accept Agreed Order retroactively suspending Certificate Number 200101128 from June 1, 2016 to June 15, 2016.

1. New has provided written proof to the Board that he has successfully completed training on sensitivity awareness and sexual harassment.

2. By January 1, 2018, New shall provide written proof to the Board that he has successfully completed educator ethics training, as approved by the Board. New shall pay any expense incurred. If New fails to satisfy this condition by January 1, 2018, Certificate Number 200101128 shall be administratively suspended until such condition is satisfied.
3. By January 1, 2018, New shall provide written proof to the Board that he has completed state and federal special education training, as approved by the Board. New shall pay any expense incurred. If New fails to satisfy this condition by January 1, 2018, Certificate Number 200101128 shall be administratively suspended until such condition has been satisfied.

Additionally, Certificate Number 200101128 shall be subject to the following probationary conditions for a period of two (2) years:

1. New shall not receive any disciplinary action from any school district in which he is employed. If New fails to satisfy this condition, Certificate Number 200101128 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

New is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1508617 Sheri Gregory

Accept Agreed Order stating Gregory is not currently employed as an educator and has no immediate plans to return to the education profession. However, prior to accepting any certified position in the state of Kentucky, Gregory shall first comply with the following conditions:

1. Gregory shall provide written proof to the Board that she has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Gregory shall pay any expense incurred. If Gregory fails to satisfy this condition prior to accepting a certified a position in Kentucky, Certificate Number 201129184 shall be administratively suspended until such condition is satisfied.
2. Gregory shall provide written proof to the Board, from a licensed/certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Gregory shall pay any expense incurred. If Gregory fails to satisfy this condition prior to accepting a certified position in Kentucky, Certificate Number 201129184 shall be administratively suspended until such condition is satisfied.

Furthermore, upon accepting a certified position in the state of Kentucky, Certificate Number 201129184 shall be subject to the following probationary conditions for a period of three (3) years:

1. If the evaluating chemical dependency counselor, as approved by the Board, recommends ongoing treatment, Gregory shall submit quarterly written reports to the Board, beginning three (3) months after the initial assessment, that she is compliant with all treatment recommendations until such time as she is released from treatment, or the

probationary period has ended, whichever occurs first. Gregory shall pay any expense incurred. If Gregory fails to satisfy this condition, Certificate Number 201129184 shall be administratively suspended until such condition is satisfied.

2. If the evaluating psychiatrist or mental health professional, as approved by the Board, recommends ongoing treatment, Gregory shall submit quarterly written reports to the Board, beginning three (3) months after the initial assessment, that she is compliant with all treatment recommendations until such time as she is released from treatment, or the probationary period has ended, whichever occurs first. Gregory shall pay any expense incurred. If Gregory fails to satisfy this condition, Certificate Number 201129184 shall be administratively suspended until such condition is satisfied.
3. Gregory shall be subject to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. If Gregory fails to satisfy this condition, Certificate Number 201129184 shall be administratively suspended pending Board review and disposition.
4. Gregory shall not receive any disciplinary action for neglect of duty from any school district in which she is employed. If Gregory fails to satisfy this condition, Certificate Number 201129184 shall be administratively suspended pending Board review and disposition

“Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through

arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Vote: *Unanimous*

1604257 Evan Young

Accept Agreed Order stating that Young shall provide written proof to the Board that he has completed twelve (12) hours of professional development/ training in the area of special education by December 31, 2017. Any expense required for said training shall be paid by Young. If Young fails to satisfy this condition, certificate number 72625 shall be automatically suspended until Young completes the required training and provides the appropriate written proof to the Board.

Young is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1606411 Darrin Thompson

Accept Agreed Order stating that Certificate Number 201188749 is expired. Thompson shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Thompson, or on his behalf, shall be denied.

Vote: *Unanimous*

1511799 Kyle Curry

Accept Agreed Order stating that Certificate Number 201133454 is expired. Curry shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Curry, or on his behalf, shall be denied.

Vote: *Unanimous (Ms. Burnett recused)*

16121073 Rachel Bouya-Ahmed

Accept Agreed Order admonishing Bouya-Ahmed for conduct unbecoming a teacher. The Board reminds Bouya-Ahmed that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is not only dangerous; it is

also a horrible example to set for students. The Board will tolerate no further incidents of misconduct by Bouya-Ahmed.

Certificate Number 201165805 is hereby suspended for a period of one (1) year from the date upon which the Board approves this agreement. Bouya-Ahmed shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

Once the suspension period is concluded, Bouya-Ahmed shall be under a permanent probation and subject to the following conditions:

1. For the entirety of the probationary period, Bouya-Ahmed shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Bouya-Ahmed is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in any certificate issued to Brown being automatically suspended pending Board review and disposition.
2. During the first five (5) years of the probationary period, Bouya-Ahmed shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts by August 1st of each year. Any expense required to satisfy this condition shall be paid by Bouya-Ahmed. Failure to comply with this condition will result in any certificate issued to Brown being automatically suspended until Bouya-Ahmed provides the appropriate written proof to the Board.
3. After the first five (5) years, for the remainder of the probationary period, Bouya-Ahmed shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, to the Board with any application for renewal of her certifications(s) and/or for issuance of additional certification(s). Any expense required to satisfy this

condition shall be paid by Bouya-Ahmed. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Bouya-Ahmed or on her behalf.

On or before September 30, 2017, Bouya-Ahmed shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment. Any expense for said assessment and treatment shall be paid by Bouya-Ahmed.

Failure to comply with this requirement by September 30, 2017 will result in an automatic suspension of Bouya-Ahmed's teaching certificate and it will remain suspended until she completes the assessment requirements contained in this Agreed Order.

Vote: *Unanimous*

1506399 Amanda Workman Green Accept Agreed Order admonishing Green for exercising poor professional judgment, and for neglect of duty. An educator shall strive to uphold the responsibilities of the education profession, including obligations to students, parents, colleagues, and the school district. When an educator is tardy for, or misses, an extraordinary number of school days, students fail to receive proper instruction. The Board reminds Green that a classroom teacher should endeavor to be on time for, and attend, each school day. The Board will not tolerate any further incidents of this misconduct from Green.

Upon acceptance of this Agreed Order by the Board, Green shall be on one (1) year probation and subject to the following probationary conditions:

1. Green has provided proof that she has completed eighteen (18) hours of professional development training in the areas of IEPs, learners with special needs and Community Based Instruction.
2. Green shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public

reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Green agrees that should she fail to satisfy the terms of the Agreed Order, Certificate Number 200700589 shall be automatically suspended for a period of thirty (30) days and shall remain suspended until Green completes the requirements and provides the appropriate written proof to the Board.

Green is aware that should she violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1307531 Richard Marshall

Accept Agreed Order retroactively suspending Certificate Number 000038189 for a period of seven (7) days beginning July 1, 2013.

Upon acceptance of this Agreed Order by the Board, Certificate Number 000038189 shall be on two (2) year probation and subject to the following conditions:

1. Marshall shall receive no disciplinary action involving inappropriate contact with a student during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process; and
2. Marshall has provided proof that he has completed a course on sexual harassment training on September 11, 2013; and
3. By December 1, 2017, Marshall shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or

others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Marshall shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Marshall from treatment. Respondent shall pay any expense incurred.

By entering into this Agreed Order, Marshall agrees that should he fail to satisfy the terms of the probation, Certificate Number 000038189 shall be automatically suspended for a period of one (1) year.

Marshall is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1511783 Lora Sidebottom

Accept Agreed Order suspending Certificate Number 199901828 from May 18, 2017 through August 31, 2017. Sidebottom shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

In addition to any educational and/or testing requirements, reinstatement of Sidebottom's certificate after the suspension period is expressly conditioned upon Sidebottom providing written evidence that she has complied with the following:

1. Sidebottom must provide written proof that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Sidebottom.

If Sidebottom fails to satisfy this condition, certificate number 199901828 shall not be reinstated and shall remain suspended until Sidebottom completes the requirements and provides the appropriate written proof to the Board.

Upon reinstatement of Certificate Number 199901828, Sidebottom shall be under a probation of ten (10) years. Sidebottom shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Sidebottom agrees that should she fail to satisfy the terms of the probation, Certificate Number 201131038 shall be automatically suspended for an additional period of one (1) year.

Sidebottom is aware that should she violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1508611 Derek Weimer

Accept Agreed Order admonishing Weimer for inappropriate use of technology. As an educator, Weimer has a duty to his profession, students, and employer, to refrain from posting inappropriate photos or comments on his social media accounts. The Board reminds Weimer that he must exemplify behaviors which maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of this misconduct by Weimer.

Weimer is currently retired and his teaching certificate has lapsed. Should Weimer decide to seek Kentucky certification in the future, in addition to the standard requirements of the application process, before Weimer shall be reissued any certificate, he must comply with the following:

1. Weimer shall provide written proof to the Board that he has completed a course of training on the Professional Code of Ethics for Kentucky Certified School Personnel with a focus on appropriate use of social media.
2. Weimer shall provide written proof to the Board that he has completed a course of training on the Professional Code of Ethics for Kentucky Certified

School Personnel with a focus on appropriate student and teacher boundaries.

If Weimer fails to satisfy this condition, the Board shall automatically deny any application submitted by Weimer or on his behalf.

Vote: *Unanimous*

1603191 Carrie Koedyker

Accept Agreed Order admonishing Koedyker for failing to work a full-time schedule while receiving a full-time salary and benefits. Students, parents, and colleagues expect that an educator's full attention and efforts be fixed on their obligation to the profession. The Board reminds Koedyker that she must make full use of her time to maintain the dignity and integrity of the profession.

Koedyker is further admonished for using unprofessional and disrespectful communication when dealing with colleagues, supervisors, and parents. Making false accusations about fellow teachers, being rude to administrators, and disseminating a letter to parents containing disparaging language regarding the school district represents an unprofessional attitude towards education that is not becoming of the profession. The Board will not tolerate any further incidents of misconduct from Koedyker.

Upon acceptance of this Agreed Order by the Board, Certificate Number 200158390 shall be on two (2) year probation and subject to the following conditions:

1. Koedyker shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Koedyker receives disciplinary action during the two (2) year period, Certificate Number 200158390 will be automatically suspended for one (1) year.
2. By December 1, 2017, Koedyker must provide written proof that she has completed twelve (12) hours of training on the Professional Code of Ethics

for Kentucky Certified School Personnel with a focus on professionalism, as approved by the Board. Any expense incurred for said training shall be paid by Koedyker. Failure to provide this proof by December 1, 2017 will result in Certificate Number 200158390 being administratively suspended until such proof is provided to the Board.

Koedyker is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1408514 Jeffrey Smith

Accept Agreed Order admonishing Smith for failing to take reasonable measures to protect the health, safety, and emotional well-being of his students. A teacher must follow their training when restraining a student. The Board will not tolerate any further incidents of misconduct by Smith.

Vote: *Unanimous*

1503142 Jeffrey McGaha

Accept Agreed Order permanently revoking Certificate Number 000034158. McGaha shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, McGaha shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous (Ms. Adams recused)*

Recommended Order

Case Name

Decision

16-KT-001 David Baughman

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order denying the Petitioner's request that the findings of the KTIP Committee be set aside or alternatively that he be granted a professional certificate.

Vote: *Unanimous*

0709163 LaShonda Hampton The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing officer with the request that the hearing officer issue a Recommended Order that meets the requirements set forth in KRS Chapter 13B as well as 16 KAR 1:030, Section 3(4).

Vote: *Unanimous*

140861 Michael Johnson The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing officer with the request that the hearing officer issue a Recommended Order that meets the requirements set forth in Chapter KRS 13B and 16 KAR 1:030, Section 3(4).

Vote: *Unanimous*

1306397 Joey Milburn The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing officer with the request that the hearing officer issue a Recommended Order that meets the requirements set forth in 16 KAR 1:030, Section 3(4).

Vote: *Unanimous*

1012816 Steven Gray The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing officer with the request that the hearing officer issue a Recommended Order that meets the requirements set forth in KRS 161.120(11), 16 KAR 1:030, Section 3(4).

Vote: *Unanimous*

1106445 Herbert Sharber The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing officer with the request requests that the hearing officer issue a Recommended Order that meets the requirements set forth in KRS 161.120(11), 16 KAR 1:030, Section 3(4).

Vote: *Unanimous*

Motion to Reconsider

Case Name

Decision

1609641 Kristi Cannon

Deny on the grounds that there is not a procedural mechanism upon which relief can be granted.

Vote: *Unanimous*

Motion made by Ms. Rachel Colyer seconded by Ms. Katherine Gornik to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 7:25p.m.

Next Meeting:

**August 21, 2017
10:00 AM
EPSB Board Room
Frankfort, Kentucky**