

The actions delineated below were taken in open session of the EPSB at the August 15, 2016, special 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 Special Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Consent Item A

Call to Order

Chair Anthony Strong called the meeting to order at 9:05 a.m. EDT.

Mission Statement

Chair Strong read the mission statement to the Board.

Swearing-In of New EPSB Members

Board secretary Ashley Abshire swore in new EPSB members Casey Gesenhues, William Owens, Sherry Powers, and Sandra Ramsey, and they briefly introduced themselves.

Roll Call

The following Board members were present during the August 15, 2016, EPSB special meeting: Rob Akers, Rachel Colyer, Tolya Ellis, Ashley Fishback, Casey Gesenhues, David Graham, Robin Hebert, Donna Hedgepath, Jay Morgan, William Owens, Sherry Powers, Sandra Ramsey, Sandy Sinclair-Curry, Anthony Strong, Cassandra Webb, and David Whaley. Sarah Burnett was absent.

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

2016-024

Motion made by Mr. Rob Akers, seconded by Dr. David Whaley, to approve the following items on the consent agenda:

Approval of June 13, 2016, EPSB Meeting Minutes

Interdisciplinary Early Childhood Education, Birth to Primary (Initial Undergraduate Level), University of the Cumberlands

Middle School Grades 5-9: English, Math, Science, Social Studies (Initial Graduate Level – MAT traditional and Option 6), Campbellsville University

Approval of NASDTEC’s Course Prevention and Correction: Overview as Training for Educators with Cases Before the EPSB

Approval of ACE Educational Services Courses as Training for Educators with Cases before the EPSB

Vote: *Unanimous (Dr. Donna Hedgepath recused)*

Dr. Ben Boggs recognized representatives at the University of the Cumberland and Campbellsville University whose programs were approved.

Report of the Executive Director

Report from the Kentucky Department of Education (KDE)

Dr. Robin Hebert reported that an Accountability Steering Committee was created to advise and make recommendations to the Commissioner of Education on the new education accountability system. This steering committee is broken into five (5) work groups. The state is considering changes to the current accountability system as allowed under the Elementary and Secondary Education Act (ESSA), the new, main federal law governing public education. Additionally, Dr. Hebert said August 1 was the deadline to give feedback to the USDOE regarding ESSA. She said that KDE has been active in providing such feedback.

Report from the Council on Postsecondary Education

Dr. Jay Morgan reported that CPE will soon begin a workgroup to review college admission regulations for admission to public institutions in Kentucky. The workgroup will also review college readiness indicators. Dr. Morgan also said that the Dual Credit Advisory Council has met and will study faculty credentialing as it relates to dual credit.

Strategic Plan Update

A written report was provided to the Board.

Teacher Leader Master's Review Committee

Dr. Sam Evans, Dean of College of Education of Behavioral Sciences at Western Kentucky University, reported to the Board on the work of the Teacher Leader Master's Review Committee. A final report will be presented to the Board along with recommendations at the October 2016 EPSB meeting.

2016 Annual Report

Ms. Marcie Lowe provided the Board with a copy of the 2016 Annual EPSB Report and stated the report would be posted on the EPSB website.

Other Updates

Executive Director Adams invited the Board to attend the December 9, 2016, Accreditation Audit Committee training that will be held at the EPSB offices. He asked any Board member interested in attending to please contact him.

Report of the Chair

Recognition of Former EPSB Members

Chair Strong recognized former EPSB members Laura Schneider, Ellen Blevins, and Mary John O'Hair for their valued service to the Board. Ms. Blevins and Dr. O'Hair were present to receive their plaques.

Report from the Nominating Committee for Chair and Vice Chair

Secretary Ashley Abshire read to the Board the EPSB Election of Officers procedure. Nominating Committee Chair Sandy Sinclair-Curry announced to the Board that the nominating committee nominated Dr. Anthony Strong as chair and Dr. David Whaley as vice-chair. Ms. Sinclair-Curry solicited other nominations for chair. There were no further nominations. Ms. Sinclair-Curry solicited other nominations for vice-chair. There were no further nominations. She announced that nominations were closed. Dr. Anthony Strong and Dr. David Whaley were elected as chair and vice-chair, respectively, with a unanimous vote.

Appointment to the Kentucky Advisory Council on Internships

Chair Strong appointed Rachel Colyer to the Kentucky Advisory Council on Internships.

Appointments to the Code of Ethics Review Ad Hoc Committee

Chair Strong appointed the following EPSB members to the Code of Ethics Review Ad Hoc Committee: David Whaley (chair), William Owens, Rob Akers, David Graham, and Casey Gesenhues.

Appointment of an Ad Hoc Committee to Review the Board Goals and Strategic Plan Goals

Chair Strong appointed the following EPSB members to the Ad Hoc Committee to review the Board Goals and Strategic Plan Goals: Donna Hedgepath (chair), Tolya Ellis, Sherry Powers, Jay Morgan, and Sandra Ramsey.

Information/Discussion Items

Awarded Contracts

Executive Director Adams reported on recently awarded contracts for the new fiscal year. These contracts included personal service contracts with four (4) attorneys, two (2) investigators, and one (1) project specialist to assist with the Division of Educator Preparation. Additionally, the following contracts were awarded: three (3) contracts related to the SEED grant, one (1) contract for consultant services on research, and eight (8) KTIP agreements.

Financial Report for Fiscal Year 2016

Executive Director Adams gave a financial report for fiscal year 2016 to the Board. He said that the budget began with \$7,361,300; however, during the fiscal year there was a budget reduction of \$331,300. At the end of the year the agency had \$7,886 remaining funds which means the agency expended 99.8% of its budget.

16 KAR 4:040. Recency and Certification Fees, Amendment, Notice of Intent

Certification Division Director John Fields reported on proposed changes to 16 KAR 4:040. Mr. Fields explained that certification fees were first established by the Board in January 1997 and the fees have not changed since that time. He said that with the passing of the most recent biennium budget, the EPSB budget was reduced by approximately 9.5%, so after careful review of the certification fees and the necessary expenditures to continue serving the students and education community of the Commonwealth of Kentucky, the following changes to 16 KAR 4:040 with changes in certification fees were proposed:

- Increase the “Issuance, reissuance, or renewal of a regular certificate” from fifty (50) dollars to eighty-five (85) dollars;
- Increase the “Issuance of a five (5) year substitute certificate” from fifteen (15) dollars to fifty (50) dollars;
- Increase the “Reissuance of limited four (4) year certification” from thirty-five (35) dollars to fifty (50) dollars; and
- Increase the “Issuance of an emergency substitute certificate” from zero (0) dollars to fifteen (15) dollars.

Additionally, the following change relating to method of payment was presented to the Board for consideration:

- Require that certification fees be paid through an Electronic Funds Transfer (EFT) rather than certified check or money order.

This item will be brought back to the Board for final action at its October 2016 meeting. Questions were asked regarding when the new fees would go into effect. If the Board approves these changes in October 2016, then the changes would likely go into effect by the next school year. Executive Director Adams noted that the increase in fees would help to offset KTIP deferrals and assist with litigation and contract attorney fees as well.

Meeting Policy Amendment

General Counsel Lisa Lang reported that that the June and August meetings have been problematic for scheduling meetings so the policy change was proposed to avoid interfering with the beginning of school and to avoid the NASDTEC annual conference date conflict. She said that an additional change to the policy was the Board meeting start time to be moved from 9:00a.m. ET to 10:00a.m. ET to avoid many Board member lodging expenses. This item will be brought back to the Board as an action item for approval at the October 2016 EPSB meeting.

Action Items

Proposed Executive Director Evaluation Policy and Revised Executive Director Evaluation Procedure

2016-025

Motion made by Dr. Whaley, seconded by Dr. Donna Hedgepath, to approve the Executive Director Evaluation Policy and Revised Executive Director Evaluation Procedure.

Vote: *Unanimous*

16 KAR 7:010. Kentucky Teacher Internship Program, Amendment, Final Action

2016-026

Motion made by, Mr. William Owens, seconded by Mr. David Graham, to approve the proposed amendments to 16 KAR 7:010.

Vote: *Unanimous*

16 KAR 6:010. Examination Prerequisites for Teacher Certification, Amendment, Final Action

2016-027

Motion made by Dr. Whaley, seconded by Ms. Tolya Ellis, to approve the proposed amendments to 16 KAR 6:010.

Vote: *Unanimous*

Policy and Procedures relating to Board Action Against a Certificate Holder's Certificate

Ms. Lang reviewed with the Board minor changes that were made since the June 2016 EPSB meeting when this item was presented as an Information/Discussion item. Some of these changes included the following:

- *additions to open records;
- *added a records retention schedule;
- *only the party that has complained will be updated on the complaint;
- *clarified that defer for training does not constitute final action, that final action would come back to the Board as a dismissal once training has been completed;
- *if an educator is suspended, only during the time of suspension will a suspension be noted on the EPSB website; it will be removed from the website after the suspension and it will no longer be noted on the certificate

Ms. Lang stated that the policy and procedures would go into effect the same day the disciplinary regulation was effective. This would give staff the opportunity to ensure that the processes were aligned with the regulation. Many stakeholders had input into the policy and procedures and regulation including representatives from KEA, KDE, KESS, and KASA and most suggestions

for changes were incorporated. Ms. Lang asked if anyone had any concerns to please contact her.

2016-028

Motion made by Dr. Whaley, seconded by Mr. Graham, to approve the proposed Board policy and procedures relating to board action on a certificate holder's certification.

Vote: *Unanimous*

16 KAR 1:030. Procedures for Certificate Revocation, Suspension, Reinstatement and Reissuance, and Application Denial, Amendment, Final Action

Ms. Lang reported that one change was made to the proposed regulation since the June 2016 Board meeting when this item was presented as an Information/Discussion item. Clarification was made to the regulation to make it clear that the basis for action was for illegal drug use not just drug use. Chair Strong asked if retroactive suspensions would appear on an electronic format. Ms. Lang said that retroactive suspensions in which the suspension was no longer effective would not appear on an electronic format; however, educators would be required to include the suspension on future applications and the suspension could be discovered through open record requests.

2016-029

Motion made by Ms. Cassandra Webb, seconded by Mr. Owens, to approve the proposed amendments to 16 KAR 1:030.

Vote: *Unanimous*

KTIP Appeals

2016-030

Christopher Saffran

Motion made by Mr. Graham, seconded by Dr. Hedgepath, to approve the Appeals Committee's recommendation that the decision of unsuccessful by the Intern Committee is upheld. Another statement of eligibility shall be issued to the intern, unless the intern has exhausted the two (2) year provision for participation in the Kentucky Teacher Internship Program, or the period of validity for the Statement of Eligibility has expired pursuant to 16 KAR 7:010, Section 10.

Vote: *Unanimous*

2016-031

Terry Williams

Motion made by Ms. Sandy Sinclair-Curry, seconded by Dr. Whaley, to approve the Appeals Committee's recommendation that procedural error(s) by the Intern Committee make(s) it impossible to determine if the intern was, in fact, unsuccessful. The internship should be nullified and the intern allowed to repeat the internship without penalty.

Vote: *Unanimous*

2016-032

Jessica Blackburn-Bird

Motion made by Dr. Whaley, seconded Ms. Sinclair-Curry, to approve the Appeals Committee's recommendation that procedural error(s) by the Intern Committee make(s) it impossible to determine if the intern was, in fact, unsuccessful. The internship should be nullified and the intern allowed to repeat the internship without penalty.

Vote: *Unanimous*

Accreditation of the Educator Preparation Unit and Approval of Programs, University of Kentucky

2016-033

Unit Accreditation

Motion made by Mr. Owens, seconded by Dr. Powers, to accept the recommendation of the AAC and grant accreditation for the University of Kentucky.

Vote: *Unanimous*

2016-034

Program Approval

Motion made by Dr. Whaley, seconded by Dr. Powers, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at the University of Kentucky.

Vote: *Unanimous*

Accreditation of the Educator Preparation Unit and Approval of Programs, Brescia University

2016-035

Unit Accreditation

Motion made by Dr. Whaley, seconded by Ms. Sinclair-Curry, to accept the recommendation of the AAC and grant accreditation for Brescia University.

Vote: *Unanimous*

2016-036

Program Approval

Motion made by Dr. Powers, seconded by Mr. Owens, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at Brescia University

Vote: *Unanimous*

Education Program Consultant Allison Bell recognized Brenda McGown for her valued service as a member of the Board of Examiners.

Bellarmino University Off-Campus Location Request

2016-037

Motion made by Ms. Sinclair-Curry, seconded by Ms. Ellis, to approve the Bellarmino University request to establish the off-site location request.

Vote: *Unanimous*

Waivers

16 KAR 6:020. Request to Waive Requirements Pertaining to the Written Examination Prerequisites for Occupation-Based Career and Technical Education Teachers

2016-038

Motion made by Mr. Rob Akers, seconded by Dr. Powers, to approve the request to waive requirements in 16 KAR 6:020 pertaining to the written prerequisites for occupation-based career and technical education teachers.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive the Requirement of Issuing More Than One Emergency Certificate to the Same Person, Superintendent Ronnie Dotson on behalf of Ms. Sarah McClanahan

2016-039

Motion made by Ms. Webb, seconded by Mr. Graham, to approve the request by Superintendent Ronnie Dotson on behalf of Sarah McClanahan to waive the requirement of issuing more than one emergency certificate to the same person.

Vote: *Unanimous*

16 KAR 8:020. Request to Waive Requirements Pertaining to Rank II, Steven Scudder

2016-040

Motion made by Ms. Sinclair-Curry, seconded by Mr. Akers, to deny the request by Steven Scudder to waive requirements pertaining to Rank II.

Vote: *Unanimous (David Whaley recused)*

16 KAR 2:010. Request for Third Extension to Complete Master's Degree, Terry Gribbons

2016-041

Motion made by Mr. Graham, seconded by Dr. Powers, to approve the request by Terry Gribbons for a third extension to complete his Master's Degree.

Vote: *Unanimous*

Alternative Route to Certification Applications

Matthew Gunterman, Business and Marketing, Grades 5-12

2016-042

Motion made by Ms. Webb, seconded by Ms. Ashley Fishback, to approve the alternative route to certification application for Matthew Gunterman.

Vote: *Unanimous*

Jeffrey Stone, Physics, Grades 8-12

2016-043

Motion made by Ms. Sandra Ramsey, seconded by Mr. Graham, to approve the alternative route to certification application for Jeffrey Stone.

Vote: *Unanimous*

Wayne Turbeville, Chemistry, Grades 8-12

2016-044

Motion made by Ms. Fishback, seconded by Dr. Powers, to approve the alternative route to certification application for Wayne Turbeville.

Vote: *Unanimous*

Danielle Wells, Business and Marketing Education, Grades 5-12

2016-045

Motion made by Ms. Webb, seconded by Mr. Owens, to approve the alternative route to certification application for Danielle Wells.

Vote: *Unanimous*

David Cesler, Dance, Grades 5-12

A correction was noted that the certificate being sought was Dance, not Business and Marketing Education.

2016-046

Motion made by Ms. Webb, seconded by Mr. Akers, to approve the alternative route to certification application for David Cesler.

Vote: *Unanimous*

Dr. David Whaley asked if support could be provided to Option 6 individuals in addition to KTIP, and if there was data on the success of Option 6 candidates. Mr. Fields said there was not any data. Other than KTIP, candidates are not required to go through additional training. This is a certification route established through legislation.

Board Comments

Chair Strong gave notice that the October 10, 2016, EPSB meeting will begin at 10:00a.m. EDT and will be a special meeting.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
August 15, 2016**

Motion made by Ms. Sinclair-Curry, seconded by Mr. Akers, to go into closed session for the purpose of discussing pending litigation and disciplinary matters in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Ms. Casey Gesenhues, seconded by Ms. Sandy Sinclair-Curry, to return to open session.

Vote: *Unanimous*

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

Rob Akers, Rachel Colyer, Tolya Ellis, Ashley Fishback, Casey Gesenhues, David Graham, Donna Hedgepath, William Owens, Sherry Powers, Sandra Ramsey, Sandy Sinclair-Curry, Anthony Strong, and David Whaley.

Attorneys present were Erik Carlsen-Landy, Shuo Han, Lisa Lang, Eric Ray, Hannah Satram-Hale, Cassie Trueblood and Chelsea Young.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
160283	Hear
1605293	Defer for training
1603187	Admonish
1605289	Admonish
1605297	Admonish
1605327	Dismissed
1605329	Dismissed
1605311	Hear
1605291	Hear
1605295	Hear
1512849	Hear
1512851	Admonish
1605299	Hear
1604245	Hear
1512863	Hear
1605301	Hear
1603175	Hear
1605345	Hear
1606379	Hear

1605305	Hear
1605303	Admonish
1605341	Admonish
1605337	Dismissed
1603181	Defer
1604263	Admonish
1605331	Hear
1604259	Hear
1605319	Defer for training
1604251	Hear
1604253	Hear
1605333	Defer for training
1605317	Defer for training
1605325	Defer for training
1605335	Defer for training
1508579	Defer for training
1605323	Defer for training
1605339	Defer for training
1605287	Hear
1605307	Hear
1606415	Defer for training
160295	Hear
1605313	Dismissed
1606395	Dismissed
070590	Dismissed
160263	Dismissed
1603183	Dismissed
1603185	Dismissed
120121	Dismissed
1508581	Dismissed
1208499	Dismissed
160261	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
16588	Approve
16583	Approve
16549	Approve
16525	Approve
16540	Approve
16584	Approve
16539	Deny
16554	Approve
16615	Approve
16577	Approve

16571	Approve
16628	Approve
16558	Approve
16667	Approve
16651	Approve
16644	Approve
16653	Approve
16503	Approve
16805	Approve
16701	Approve
16773	Approve
16593	Approve
15662	Approve
16685	Approve
16693	Approve
16633	Approve
16699	Approve
16734	Approve
16743	Approve
16776	Approve
16789	Approve
16810	Approve
16750	Deny
16802	Approve
16210	Approve
16161	Approve
16818	Approve
16772	Approve
16532	Approve
16472	Approve
16449	Approve
16680	Approve
16568	Approve
16630	Approve
16626	Approve
16698	Defer
16877	Approve
16899	Approve
16937	Approve
16883	Approve
16942	Approve
16944	Approve
16944	Approve
16943	Approve
16901	Approve
16962	Approve

16914	Approve
16736	Approve
16952	Approve
16934	Approve
16950	Approve
16691	Deny
16643	Defer
16585	Approve
16725	Approve
16620	Approve
16607	Approve
16614	Deny
16754	Approve
1618	Deny
151006	Deny
151153	Approve
151479	Approve
151468	Approve
1672	Approve
16133	Approve
16196	Deny
16107	Approve
16123	Approve
16208	Approve
16209	Approve
16304	Approve
16285	Approve
16337	Approve
16904	Deny
16385	Approve
16399	Approve
16716	Approve
16757	Approve
16812	Approve
16828	Approve
16340	Approve
16923	Approve
16925	Approve
16891	Approve
16922	Deny
16916	Deny
16889	Approve
16919	Approve
16956	Approve
16829	Approve

Agreed Orders

Case Number

1511815 Garry McPeek

Decision

Accept Agreed Order admonishing McPeek for violation of state school law. The Board reminds McPeek of his duty to exemplify behaviors which maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct by McPeek.

1. By December 1, 2016, McPeek shall provide written proof to the Board that he has completed professional development or training on the "Accounting Procedures for Kentucky School Activity Funds" commonly known as Redbook, as approved by the Board. McPeek shall pay any expense incurred. If McPeek fails to satisfy this condition prior to December 1, 2016, Certificate Number 200010406 shall be administratively suspended until such condition is satisfied.
2. By December 1, 2016, McPeek shall provide written proof to the Board that he has completed professional development or training on school law, as approved by the Board. McPeek shall pay any expense incurred. If McPeek fails to satisfy this condition prior to December 1, 2016, Certificate Number 200010406 shall be administratively suspended until such condition is satisfied.

McPeek 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*

1508591 Stuart Cripe

Accept Agreed Order admonishing Cripe for neglect of duty, specifically, for failing to timely report an allegation of abuse to Child Protective Services (CPS). The Board reminds Cripe that as a certified educator in the Commonwealth of Kentucky, he has an ethical duty to protect the health, safety, and emotional well-being of students, which would include notifying CPS of potential child abuse. As an administrator, Cripe also has a responsibility to ensure his staff is aware of the protocol for reporting and documenting allegations of child abuse to

CPS in a timely manner. The Board will not tolerate any further incidents of misconduct by Cripe.

1. By September 1, 2016, Cripe shall provide written proof to the Board that he scheduled training for his staff on reporting allegations of child abuse, and that he also attended the training. If Cripe fails to satisfy this condition prior to September 1, 2016, Certificate Number 199603094 shall be administratively suspended until such condition is satisfied.

Cripe 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*

CF 16140 Lee Bivin

Accept Agreed Order admonishing Bivin for failing to disclose his conviction for License To Be In Possession, a Class B misdemeanor, on his Application for Emergency Substitute Certification. The Board reminds Bivin not to make any false or misleading statements, or to conceal any material facts when obtaining a certificate.

Upon acceptance of this agreement by the Board, Bivin 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. Bivin shall submit written proof to the Board that he has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Bivin shall pay any expense incurred.

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

1. Bivin 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 Bivin 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. Failure to comply with this condition will result in Bivin certificate being automatically suspended pending Board review and disposition.

2. Bivin 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). Bivin shall pay any expense incurred. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Bivin or on his behalf.

Vote: *Unanimous*

1304249 Adam Newton

Accept Agreed Order stating that for a period of fifteen (15) years, Newton shall neither apply for nor be issued any certificate in the Commonwealth of Kentucky. Any application submitted by Newton, or on his behalf, within the fifteen (15) year time frame shall be denied.

After the conclusion of the fifteen (15) year time frame, the Board shall not approve Newton for any type of alternative certification option.

Furthermore, Newton shall neither apply for nor be issued any certificate including emergency, probationary, or temporary provisional, until he has completed all the educational and assessment requirements necessary for certification and issuance of a Statement of Eligibility in Kentucky, and has completed the following:

1. Newton shall provide written proof to the Board that he has completed twelve (12) hours of professional development or training on educator ethics, with an emphasis on appropriate educator/student boundaries, as approved by the Board. Newton shall pay any expense incurred.
2. Newton shall provide written proof to the Board that he has completed twelve (12) hours of Sexual Harassment Awareness training, as approved by the Board. Newton shall pay any expense incurred.

3. Newton shall submit a state and federal criminal background report, dated within three (3) month of the date of application, to the Board. Newton shall pay any expense incurred.

Additionally, any and all certificates issued to Newton shall be subject to the following permanent probationary conditions:

1. With any application for renewal of a certificate and/or with any application for an additional certificate, Newton shall submit a state and federal criminal background report to the Board. Newton shall pay any expense incurred. If Newton fails to satisfy this condition, renewal of his certificate and/or issuance of the additional certificate shall be denied.
2. Newton shall have no criminal convictions. If Newton 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. If Newton fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. Newton shall have no disciplinary action for inappropriate interactions with students or inappropriate educator/student boundaries from any school district in which he is employed. If Newton fails to satisfy this condition, any and all certificates issued to him shall be automatically permanently revoked.

“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.

Newton 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*

1512855 Don Collett

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Collett shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 200007974, Standard High School Certificate, Grades 7-12; Teaching Major: Psychology; Teaching Minor: Health; Endorsement For Elementary School Classroom Teaching, Grades 1-8; Endorsement For Supervisor of Instruction, Elementary, Secondary, 12-Grade. Additionally, Collett shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. If Collett violates this agreement, Certificate Number 200007974 shall be automatically permanently revoked, and/or any application for certification shall be denied.

Collett 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*

1603201 Coby Lewis

Accept Agreed Order admonishing Lewis for exercising poor professional judgment, and for failing to exemplify behaviors which maintain the dignity and integrity of the profession. The Board reminds Lewis of his ethical duty to protect the health, safety, and emotional well-being of every student, both in the classroom and on the field, and to refrain from subjecting students to embarrassment or disparagement, no matter how difficult the situation. The Board will not tolerate any further incidents of misconduct from Lewis.

1. By December 1, 2016, Lewis shall provide written proof to the Board that he has completed an anger management assessment, by a licensed clinical provider, as approved by the Board, and is compliant with all treatment recommendations. Lewis shall pay any expense incurred. If Lewis fails to satisfy this condition by December 1, 2016, Certificate Number 200161033 shall be administratively suspended until such condition is satisfied.
2. By December 1, 2016, Lewis shall provide written proof to the Board that he has completed professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Lewis shall pay any expense incurred. If Lewis fails to satisfy this condition by December 1, 2016, Certificate Number 200161033 shall be administratively suspended until such condition is satisfied.

Lewis 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*

1512843 Jeffrey Dean

Accept Agreed Order admonishing Dean for failure to use appropriate discourse with students. The Board reminds Dean that, as an educator, it is his duty to take reasonable measures to protect the health, safety, and emotional well-being of students. As an educator, Dean must be especially aware of the language and discourse used in the classroom and must refrain from subjecting students to embarrassment or disparagement. The Board will not tolerate any further incidents of misconduct from Dean.

Dean shall submit written proof to the Board that he has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by December 1, 2016. Any expense for said training shall be paid by Dean.

Should Dean fail to satisfy this condition, Certificate Number 199901593, including any and all endorsements,

shall be automatically suspended until Dean completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1110779 Wesley Belt

Accept Agreed Order stating that Belt voluntarily, knowingly, and intelligently surrenders his Certificate Number 200118057, 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, Belt 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*

1511745 Lisa Stephenson

Accept Agreed Order admonishing Stephenson for failure to use appropriate discourse with students. The Board reminds Stephenson that, as an educator, it is her duty to take reasonable measures to protect the health, safety, and emotional well-being of students. As an educator, Stephenson must be especially aware of the language and discourse used in the classroom and must refrain from subjecting students to embarrassment or disparagement. The Board will not tolerate any further incidents of misconduct from Stephenson.

Stephenson is currently retired. Prior to beginning employment in any certified position, Stephenson shall submit written proof to the Board that she has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense for said training shall be paid by Stephenson.

Should Stephenson fail to satisfy this condition, Certificate Number 000007769, including any and all endorsements, shall be automatically suspended until Stephenson completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

Accept Agreed Order suspending Certificate number 199604553 retroactively for a period of sixty (60) days beginning May 22, 2016. Upon acceptance of this agreement by the Board, Bland shall immediately surrender the original and all copies of his certificate, by first class mail or personal delivery, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agreed Order, certificate number 199604553 and any future endorsements or new areas of certification shall be on probation for a period of five (5) years and subject to the following probationary conditions:

1. By January 15, 2017, Bland shall provide written proof to the Board from a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, that he has complied with a comprehensive substance abuse assessment, and is compliant with all treatment recommendations. If the evaluating chemical dependency counselor recommends ongoing treatment, Bland 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 chemical dependency counselor releases him from treatment. Each progress report shall certify that Bland is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill his duties as an educator. Bland shall pay any expense incurred.
2. In accordance with KRS 161.175, Bland shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no tests positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Bland shall pay any expense incurred.
3. By January 15, 2017, Bland shall provide 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.
Bland shall pay any expense incurred.

Should Bland fail to satisfy any of the above conditions, certificate number 199604553 shall be automatically suspended until Bland completes the requirements and provides the appropriate written proof to the Board.

Bland 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*

1508605 Jennifer Peterson

Accept Agreed Order stating that Peterson voluntarily, knowingly, and intelligently surrenders her Certificate Number 000079157, 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, Peterson 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*

1408508 Sepricia White

Accept Agreed Order admonishing White for exercising poor professional judgment. The Board reminds White that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. White should be more cognizant of appropriate boundaries when responding to a student's behavior. The Board expects White to uphold the Professional Code of Ethics for Kentucky Certified School Personnel in the future.

White has submitted to the Board proof that she has completed 6 hours of classroom management training, which involved lessons on de-escalation training.

Vote: *Unanimous*

1409647 Elizabeth Carter

Accept Agreed Order permanently revoking Certificate Number 201128540. Carter 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, Carter 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*

1306403 Kathy Dykes

Accept Agreed Order admonishing Dykes for exercising poor professional judgment and neglect of duty. Both teachers and administrators are expected to be in attendance at work conferences and to not leave early for personal leisure. The Board will not tolerate any further incidents of this misconduct from Dykes.

The Board directs and Dykes acknowledges that she, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. Sexually harassing or discriminatory jokes, even between close colleagues, are inappropriate in the workplace. The Board will not tolerate any further incidents of this misconduct from Dykes.

By February 1, 2017, Dykes shall provide written proof to the Board that she has completed three (3) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Dykes shall pay any expense incurred.

Should Dykes fail to satisfy any of the above conditions, Certificate Number 000046704 shall be automatically suspended until Dykes completes the requirements and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1603227 Judith Carr-Back

Accept Agreed Order admonishing Carr-Back for failure to use appropriate discourse with students. The Board reminds Carr-Back that it is an educator's duty to take reasonable measures to protect the health, safety, and emotional well-being of students. Educators must treat students with dignity and respect and consistently maintain a positive learning environment for all. Carr-Back must be aware of the language and discourse used in the classroom and must refrain from subjecting students to embarrassment or

disparagement, or making statements that could be seen as threatening to students.

Carr-Back shall submit written proof to the Board that she has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by January 15, 2017. Any expense required for said training shall be paid by Carr-Back.

If Carr-Back fails to satisfy this condition, Certificate Number 200123232, including any and all endorsements, shall be automatically suspended until Carr-Back completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1105318 Anthony Watkins

Accept Agreed Order admonishing Watkins for accessing confidential information which he was not permitted to access. This practice violates FERPA, HIPPA, and the Professional Code of Ethics for School Certified Personnel. As a teacher, Watkins must comply with all policies regarding the access of databases containing confidential information. The Board will not tolerate any further misconduct by Watkins.

The Board directs, and Watkins acknowledges, that Watkins, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. The Board reminds Watkins that, prior to filing complaints against colleagues, Watkins must ensure that the complaint is an accurate reflection of the situation.

Watkins 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 by June 30, 2017. Any expense required for said training shall be paid by Watkins.

Upon acceptance of this Agreed Order by the Board, Certificate Number 200101392 shall be on three (3) year probation. Watkins 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.

Should Watkins fail to satisfy any of the conditions of this Agreed Order, Certificate Number 200101392 shall be automatically suspended for one (1) year, and shall remain suspended until Watkins satisfies the conditions of this Agreed Order and provides the appropriate written proof to the Board.

Watkins 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*

07122703 David Taylor

Accept Agreed Order admonishing Taylor for conduct unbecoming a teacher. As an educator, Taylor has a duty to protect the health and safety of students. Taylor is reminded that he is not a trainer or physician and therefore lacks the expertise required to dispense medication. The Board will tolerate no further acts of misconduct by Taylor.

Taylor's teaching certificate has lapsed. Should Taylor decide to seek Kentucky certification in the future, in addition to the standard requirements of the application process, before Taylor shall be reissued any certificate, he must comply with the following:

1. Taylor shall submit written proof to the Board that he has received six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel.

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

Vote: *Unanimous*

1511755 Randall Slone

Accept Agreed Order revoking Certificate Number 201185778. Upon acceptance of this agreement by the Board, Slone 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.

Slone shall neither apply for nor be issued any teaching and/or administrative certificate in the Commonwealth of Kentucky for a period of three (3) years beginning on the date upon which this agreement is accepted by the Board.

In addition to any testing or educational requirements, prior to being issued any teaching and/or administrative certification in the Commonwealth of Kentucky after the three (3) year period, Slone shall provide written evidence that he has complied with the following:

1. Slone must provide written proof that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel with a focus on student/teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Slone.
2. Slone shall provide written proof to the Board from a Kentucky licensed or certified psychiatrist or mental health professional 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, Slone shall provide the Board with written quarterly reports, beginning three (3) months after reinstatement, that he is compliant with all treatment recommendations and is not a danger to himself or others. Any expense for the assessment, treatment, and/or written reports shall be paid by Slone.

If Slone fails to satisfy these conditions, the Board shall automatically deny any application submitted by Slone or on his behalf.

Upon receipt of any new certification, Slone shall be on three (3) year probation. Slone 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, Slone agrees that should he fail to satisfy the terms of the probation, any new certification, including any and all endorsements, shall be automatically suspended for an additional period of one (1) year.

Slone 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*

07101824 Susan Kaufman

Accept Agreed Order stating that Kaufman's certificate has lapsed and she has no immediate plans to return to the education profession in Kentucky. Should Kaufman decide to seek certification in the future, in addition to the standard requirements of the application process, she must provide proof of the following prior to being issued or reissued a certificate:

1. Kaufman shall provide written proof to the Board from a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, that she has complied with a comprehensive alcohol/substance abuse assessment, and is compliant with all treatment recommendations. If the evaluating chemical dependency counselor recommends ongoing treatment, Kaufman 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 chemical dependency counselor releases her from treatment Respondent shall pay any expense incurred.

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

2. Kaufman 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 Kaufman 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 Kaufman's certificate being automatically suspended pending Board review and disposition.

3. Kaufman shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Kaufman. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Kaufman or on her behalf.

Vote: *Unanimous*

CF 1685 Brian Wright

Accept Agreed Order issuing Wright 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. Wright 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 present written evidence to the Board that he has complied with the assessment process. Wright shall pay any expense incurred.
2. Wright shall submit written proof to the Board that she has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Wright shall pay any expense incurred.

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

1. If Wright's chemical dependency counselor makes any treatment recommendations, Wright shall comply with the treatment recommendations. Wright shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment.

Wright shall pay any expense incurred. Failure to comply with this condition will result in Wright's certificate being administratively suspended until he is in compliance.

2. Wright 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 Wright 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. Failure to comply with this condition will result in Wright's certificate being automatically suspended pending Board review and disposition.
3. Wright 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). Any expense required to satisfy this condition shall be paid by Wright. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Wright or on his behalf.

Vote: *Unanimous*

1604269 Brian Paige

Accept Agreed stating that:

1. Paige has provided written proof to the Board that he has completed Jefferson County Public School's Office of Compliance and Investigations' training on Sexual Discrimination and Harassment.
2. By December 1, 2016, Paige shall provide written proof to the Board that he has completed professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, with an emphasis on student/teacher boundaries, as approved by the Board. Paige shall pay any expense incurred. If Paige fails to satisfy this condition by December 1,

2016, Certificate Number 201152761 shall be administratively suspended until such condition is satisfied.

Paige 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*

1412823 Jennifer Griffith

Accept Agreed Order suspending Certificate Number 200402957 from February 1, 2016 through August 1, 2017, a period of eighteen (18) months. Griffith 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.

Prior to reinstatement of Certificate Number 200402957, Griffith shall comply with the following conditions:

1. Griffith shall submit written proof to the Board that she has successfully completed the terms and conditions of the diversion agreement in Commonwealth v. Griffith, Jennifer Gail Case No. 14-CR-00481-002 McCracken Circuit Court. Griffith shall pay any expense incurred. If Griffith is unable to provide proof that she has successfully completed all conditions in the above referenced court case, Certificate Number 200402957 shall not be reinstated, and Griffith shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.
2. Griffith shall submit to the Board a current state and federal criminal background report. Griffith shall pay any expense incurred. If Griffith has received any criminal convictions, other than minor traffic violations, since Case No. 14-CR-00481-002, Certificate Number 200402957 shall not be reinstated, and Griffith shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. A violation is not considered

a minor traffic violation if it is a violation for which jail time may be imposed.

3. Griffith shall submit 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. Griffith shall pay any expense incurred. If Griffith fails to satisfy this condition, Certificate Number 200402957 shall not be reinstated until such condition is satisfied.
4. Griffith shall submit written proof to the Board that she has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Griffith shall pay any expense incurred. If Griffith fails to satisfy this condition, Certificate Number 200402957 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200402957 shall be subject to the following probationary conditions:

1. If Griffith is convicted of, enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, she shall submit this information to the Board, in writing, within thirty (30) days. If Griffith fails to satisfy this condition, Certificate Number 200402957 shall be administratively suspended pending Board review and disposition. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.
2. If the evaluating psychiatrist or mental health professional, as approved by the Board, recommends ongoing treatment, Griffith shall submit quarterly written 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. Griffith shall pay any

expense incurred. If Griffith fails to satisfy this condition, Certificate Number 200402957 shall be administratively suspended until such condition is satisfied.

3. Griffith shall have no disciplinary action for violation of the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. If Griffith fails to satisfy this condition, Certificate Number 200402957 shall be automatically suspended for a period of one (1) year 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.

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

Vote: *Unanimous*

1511811 Kelly Sprinkles

Accept Agreed Order admonishing Sprinkles for exercising poor professional judgment, and for failing to prevent the violation of state school laws. The Board reminds Sprinkles that as the Superintendent, it is his responsibility to ensure his district is complying with all state laws, and board procedures at all times. The Board will not tolerate any further incidents of misconduct by Sprinkles.

1. Sprinkles has provided written proof to the Board that he has completed three (3) hours of training from a KDE approved trainer on the subject of “Requirements of KRS 160.380.”
2. Sprinkles has provided written proof to the Board that he has completed three (3) hours of training

from a KDE approved trainer on the subject of “Requirements of the Model Procurement Code.”

3. Sprinkles has provided written proof to the Board that he has completed three (3) hours of training from a KDE approved trainer on the subject of “The Transportation Funding Formula.”
4. Sprinkles has provided written proof to the Board that he has completed three (3) hours of training from a KDE approved trainer on the subject of “Requirement of KRS 161.011.”
5. Sprinkles has provided written proof to the Board that he has completed three (3) hours of training on the subject of “The Role of SBDM Councils in School Governance.”
6. Sprinkles has provided written proof to the Board that he has completed three (3) hours of training on the subject of “Requirements of KRS 161.100 and 16 KAR 2:120.”

Sprinkles 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 (Dr. Strong and Ms. Ramsey recused)*

1511821 Jack Goodman

Accept Agreed Order suspending Certificate Number 000038440 for a period of one (1) year. Goodman 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.

Furthermore, Goodman 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 Goodman.

In addition to any educational requirements, reinstatement of Certificate Number 000038440 shall be conditioned upon the following:

1. Goodman shall submit written proof to the Board that he has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. Goodman shall pay any expense incurred.
2. Goodman shall submit written proof to the Board that he has successfully completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Goodman shall pay any expense incurred.

Upon reinstatement, Certificate Number 000038440 shall be subject to the following probationary conditions:

1. Goodman shall submit to the Board by January 1st and July 1st of each year in which he holds an active certificate, documentation from his current treatment provider or Alcoholics Anonymous sponsor stating that he is maintaining sobriety and still seeking support and continued assistance in maintaining his sobriety. Goodman shall pay any expense incurred. If Goodman fails to satisfy this condition, Certificate Number 000038440 shall be administratively suspended until such condition is satisfied.
2. Goodman shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Goodman is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol/controlled substance, Goodman shall submit such documentation to the Board within thirty (30) days. If Goodman fails to satisfy any portion of this condition, Certificate Number 000038440 shall be administratively suspended pending Board review and disposition.

3. Goodman shall submit to the Board by June 30th of each year in which he holds an active certificate, a copy of his current criminal record, as prepared by the Administrative Office of the Courts. Goodman shall pay any expense incurred. If Goodman fails to satisfy this condition, Certificate Number 000038440 shall be administratively suspended until such condition is satisfied.
4. Goodman shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which he is employed. If Goodman fails to satisfy this condition, Certificate Number 000038440 shall be automatically suspended for a period of two (2) years 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.

Goodman 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*

1105307 Rhonda Smith

Accept Agreed Order admonishing Smith for failing to follow the administrative procedures related to student testing. Strict compliance with the Administration Code for Kentucky’s Educational Assessment Program ensures the well-being of the students and the integrity of the testing process are maintained. The Board will not tolerate any further violations of testing procedures by Smith.

Vote: *Unanimous*

1512841 Rebecca Nooe

Accept Agreed Order suspending Certificate Number 201115112 for a period of sixty (60) days from the date upon which the Board approves this agreement. Nooe shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Nooe shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Certificate Number 201115112 shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. On or before January 1, 2017, Nooe shall submit written proof to the Board that she has successfully completed twelve (12) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Nooe fails to satisfy this condition, Certificate Number 201115112, and any future endorsements or new areas of certification, shall be automatically suspended until Nooe completes the required training and provides the appropriate written proof to the Board.
2. On or before January 1st and June 1st of each year of the probationary period, Nooe shall provide to the Board written progress reports from either the Director of Special Education (“DOSE”) and/or other knowledgeable supervisor. The reports shall state that Nooe is maintaining proper and accurate documentation of student files under her supervision and that she is in compliance with all record keeping requirements. If Nooe fails to comply with the requirements of this paragraph on or before January 1st and June 1st of each year of the probationary term, Certificate Number 201115112, and any future endorsements or new

areas of certification, shall be automatically suspended until Nooe submits the required written report to the Board.

3. For the entirety of the probationary period, Nooe shall receive no disciplinary action. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Nooe fails to comply with the requirements of this paragraph, Certificate Number 201115112, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

Nooe is aware that should she violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

By entering into this Agreed Order, Nooe expressly acknowledges that she is fully and completely informed of the due process rights afforded under KRS 161.120 and KRS 13B and she knowingly, willingly and voluntarily agrees to waive those rights and enter into this Agreed Order.

Vote: *Unanimous*

1507493 Laura Knecht

Accept Agreed Order suspending Certificate Number 200009573 retroactively from June 1, 2016 through July 30, 2016, a period of sixty (60) days. Knecht shall immediately surrender the original and all copies of her certificate to the EPSB by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Certificate Number 200009573, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years from the date the Board accepts this Agreed Order:

1. On or before January 1, 2017, Knecht shall submit written proof to the Board that she has successfully completed twelve (12) hours of professional development or training, as approved by the Board,

on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Knecht fails to satisfy this condition, Certificate Number 200009573, and any future endorsements or new areas of certification, shall be automatically suspended until Knecht completes the required training and provides the appropriate written proof to the Board.

2. On or before January 1st and June 1st of each year of the probationary period, Knecht shall provide to the Board written progress reports from either the Director of Special Education (“DOSE”) and/or other knowledgeable supervisor. The reports shall state that Knecht is maintaining proper and accurate documentation of student files under her supervision and that she is in compliance with all record keeping requirements. If Knecht fails to comply with the requirements of this paragraph on or before January 1st and June 1st of each year of the probationary term, Certificate Number 200009573, and any future endorsements or new areas of certification, shall be automatically suspended until Knecht submits the required written report to the Board.
3. For the entirety of the probationary period, Knecht shall receive no disciplinary action. “Disciplinary action” is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Knecht fails to comply with the requirements of this paragraph, Certificate Number 200009573, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

Knecht is aware that should she violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

110241 Larry Hutson

Accept Agreed Order suspending Certificate Number 200100610 retroactively for a period of six (6) months from June 20, 2011 through December 20, 2011. Hutson 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, Third Floor, Frankfort, Kentucky 40601.

Upon acceptance of this agreement by the Board, Certificate Number 200100610 shall be on a permanent probation and subject to the following probationary conditions:

1. Hutson has submitted written documentation to the Board that he has completed a course on professional ethics.
2. Hutson has provided written proof to the Board that he has been assessed by a state certified mental health counselor, and is competent to fulfill his duties as an educator.
3. Hutson shall continue to submit semiannual written progress reports, by January 1st and July 1st of each year, from his treatment provider stating that he is maintaining the counseling relationship and following all treatment recommendations until such time as the counselor releases him from treatment. Any expense for the treatment and written reports shall be paid by Hutson. If Hutson fails to satisfy this condition, certificate number 200100610 shall be automatically suspended until Hutson submits the required written documentation to the Board.
4. By July 31, 2017, Hutson shall submit written proof to the Board that he has successfully completed nine (9) hours of appropriate coaching training, as approved by the Board. Any expense required for said training shall be paid by Hutson. If Hutson fails to satisfy this condition, Certificate Number 200100610 shall be automatically suspended until Hutson completes the required training and provides the appropriate written proof to the Board.
5. During the probationary period, Hutson shall not receive any disciplinary action for inappropriate

relationship with students 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 and/or arbitration process. If Hutson fails to satisfy this condition, Certificate Number 200100610 shall be automatically permanently revoked.

Vote: *Unanimous*

08111188 Teresa Bentley

Accept Agreed Order stating that Bentley has retired and has no plans to return to work in a Kentucky school district at this time. Bentley’s Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 expired on June 30, 2015 and shall not be renewed.

Should Bentley apply to renew her Professional Certificate for Instructional Leadership – Principal All Grades, Level 2, the Division of Certification shall not renew the certificate.

Vote: *Unanimous*

1511765 Lane Embry

Accept Agreed Order admonishing Embry for his lack of professional judgment in interactions with students. Exchanging personal text messages with students is inappropriate no matter the intent or content of the messages. As an education professional, it is Embry’s responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity, careful to never single out a particular student for special treatment and/or friendship.

Upon the Board’s acceptance of this Agreed Order, Embry’s teaching certificate, number 201176770 and any future endorsements or new areas of certification, shall be hereby subject to the following probationary conditions for a period of five (5) years:

1. By February 1, 2017, Embry 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, with an emphasis on

