

The actions delineated below were taken in open session of the EPSB at the March 17, 2014, 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**

Call to Order

Chair Cassandra Webb called the meeting to order at approximately 9:00 a.m. EDT.

Swearing In of New Board Designee

Board secretary Ashley Abshire swore in Amanda Ellis, the new designee for the Commissioner of Education. Dr. Ellis then introduced herself to the Board. Dr. Ellis has served as the acting director for the Office of Next Generation Learners at the Kentucky Department on Education since last December and has worked closely with the Professional Growth and Evaluation System initiative over the last four years.

Roll Call

The following Board members were present during the March 17, 2014, EPSB meeting: Brandy Beardsley, Bradley Bielski, Ellen Blevins, Barbara Boyd, Amanda Ellis, Tolya Ellis, Robert King, Marie McMillen, Mary John O’Hair, Michael Ross, Sandy Sinclair-Curry, Anthony Strong, Shannon Treece, Cassandra Webb, and David Whaley. Allen Kennedy and Laura Schneider were absent.

Board’s Mission Statement

Chair Webb reminded the board of its mission statement by reviewing it with the board and audience.

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

Chair Cassandra Webb requested that board members identify any items on the consent agenda which they wished to discuss prior to taking final action. No items were asked to be pulled for further discussion.

2014-014

Motion made by Dr. Bradley Bielski, seconded by Ms. Marie McMillen, to approve the following items on the consent agenda:

Approval of January 27, 2014 EPSB Minutes

Biological Science Grades 8-12 (Bachelor’s Level); Chemistry Grades 8-12 (Bachelor’s Level); Earth Science Grades 8-12 (Bachelor’s Level); Mathematics Grades 8-12 (Bachelor’s Level); Physics Grades 8-12 (Bachelor’s Level), University of Kentucky

Supporting Educator Effectiveness Development (SEED) Grant Contract Approval

Vote: *Unanimous*

Dr. Kim Walters-Parker recognized representatives from the University of Kentucky whose programs were approved.

Report of the Executive Director

Report from the Kentucky Department of Education (KDE)

Dr. Amanda Ellis reported that KDE and EPSB continue working to bring together KTIP and PGES. She said the EPSB has chosen pilot districts to work with PGES next year and KDE staff are working with CIITS to give access to EPPs for a smooth transition. She stated the Commissioner wanted to voice to the Board that he is anxious to move forward with KTIP being reflected in PGES to avoid a dual system, and she asked, on behalf of the Commissioner, that the Board consider allowing those districts that submit their Certified Evaluation Plans to go full PGES next year to pilot the new system. Mr. Brown stated that part of the Board's concern is the certification component of merging the two systems together. He says the Board wants the pilot to be successful and depending on the number of districts in the pilot, more districts may be added. He said there is a concern that too many districts in the pilot could create problems.

Report from the Council on Postsecondary Education (CPE)

President Robert King reported to the Board on recent events at CPE. He stated that John DeAtley now works for the National Center on Education and the Economy. His principal responsibility is to manage the Vanguard Project. April Wood has been hired to replace Mr. DeAtley and will begin April 1. Her experience includes working as a classroom teacher, assistant principal, and being recognized as knowledgeable about policy development. He said he is looking forward to her joining CPE.

President King updated the Board on the Vanguard Project. He said that CPE asked interested parties to submit a pre-proposal which was due around the beginning of March. Four teams submitted pre-proposals which are currently being reviewed. Following the review, it is expected that the reviewers will discuss their observations with the teams and encourage them to continue toward development of final proposals due in May. Those proposals that meet the criteria in May will officially become Vanguard participants and will move forward with addressing challenges the teams will identify for CPE, which may include financial and legislative challenges. Any of the proposals will need to be sustainable long term.

Legislative Update

Ms. Alicia Sneed gave a legislative update to the Board. The session is two thirds of the way completed with 584 house bills filed and 241 senate bills filed. So far only 12 bills have passed both the house and senate. Confirmation hearings for our newest Board members— Tolya Ellis, Mary John O'Hair, Laura Schneider, Shannon Treece, David Whaley – will occur March 27 at 11:30 a.m. in room 171 at the Capitol Annex.

NASDTEC Technology Committee

Deputy Executive Director Jimmy Adams explained to the Board that NASDTEC asked the EPSB to participate in a pilot that NASDTEC believes will assist EPPs and state licensure agencies in locating program completers and verifying employment across state boundaries. Mr. Adams said the overall goal of the project is to mitigate an existing problem of EPPs and agencies like the EPSB in being able to follow program completers once graduates leave the

state. He said that most of the data needed for the pilot is currently available on the EPSB website. NASDTEC believes this data will assist in meeting CAEP standards 4 and 5, assist with pending US Department of Education requirements of the EPP's on survey program completers and employment confirmation, and confirm employment and licensure from other states faster.

Mr. Adams then explained how the concept is designed to work. Currently NASDTEC is in the process of developing response system software. Once this information is received by pilot states, NASDTEC will ensure the data aligns and that states are able to receive the data. Mr. Adams stated that this is only a test and there is no commitment to continue participation. NASDTEC's goal is to test the system in April and give a presentation at the national NASDTEC conference in June. Some potential concerns of the pilot are the following: 1) Once data is shared, there is no control over how the information is used 2) HB5 which relates to the safety and security of personal information held by public agencies 3) Is this a benefit to EPPs? 4) Will staff be able to utilize the data?

Some EPSB staff expressed concern with the system which include the risks of sharing data and the system may not address CAEP standards 4 and 5.

Board members discussed the benefits and risks of the system. While some believed it could be a benefit to EPPs, the Board did have concern over the risks of sharing the data.

Currently there are three and possibly four states, including Kentucky, that may pilot the system. The annual cost of the system would be the cost to get a SSL certificate for the website.

After lengthy discussion the Board decided to ask NASDTEC to present at the April EPSB meeting and wait to make a decision to pilot the system until such time.

Report of the Chair

Recognition of Lorraine Williams

Chair Cassandra Webb asked for a moment of silence to honor former Board member Lorraine Williams who passed away this past February. Chair Webb expressed her condolences to Ms. Williams' family and said that her passing is a great loss to her family and education.

Appointments

Committee to Review the Evaluation Process of the Executive Director

Chair Webb appointed the following individuals to the Committee to Review the Evaluation Process of the Executive Director: Anthony Strong (chair), Allen Kennedy, Brandy Beardsley, and Ellen Blevins. Ms. Blevins stated that the Evaluation of the Executive Director Committee made observations during the most recent executive director evaluation, felt the process needed improvement and asked the chair to review the process.

Committee Reports

Information/Discussion Items

Adoption of the International Reading Association Preparation Standards for Content Classroom Teachers

Dr. Kim Walters-Parker stated the Literacy Preparation Advisory Committee recommended adoption of the International Reading Association (IRA) Standards for Middle and High School Content Classroom Teachers. IRA is the NCATE/CAEP Specialized Professional Association

for reading. The Standards outline specific literacy knowledge, skills, and dispositions for candidates. In addition, they provide examples of evidence that may be used to demonstrate competence. These examples are not intended to demonstrate or assess in their entirety; they are examples only.

Formal adoption of these standards will serve as notice to preparation programs that the IRA Standards for Middle and High School Content Classroom Teachers will be the foundation of regulatory revisions necessary to implement LPAC's recommendations. Dr. Walters-Parker said next the PARC committee will discuss program approval changes as a result of the proposed adoption of the Standards.

Council for the Accreditation of Educator Preparation Standards

Dr. Walters-Parker stated that as the Board moves toward full implementation of CAEP she will keep the Board informed about CAEP news. Below are updates to CAEP that Dr. Walters-Parker discussed with the Board:

- * CAEP is using the Accreditation Information Management System (AIMS). The EPSB is working to see how to build a system that can work with AIMS.
- * CAEP has taken on a new role with elementary education. The ACEI Board of Directors has decided that ACEI will no longer be able to serve as a SPA for CAEP. ACEI will continue to work with CAEP over an 18 month time span. For the next three submission cycles, ACEI will continue to partner with CAEP on determining National Recognition for elementary programs while CAEP looks to building its own standards for elementary education.
- *CAEP evidence guides are now available.

Disciplinary Process Review

Ms. Alicia Sneed reviewed the current EPSB disciplinary model with the Board. She said that a recommendation was given to the Board to add a subcommittee to review complaints in a 2009 LRC report. The Board at that time decided not to add a subcommittee but due to the recent strategic planning committee goal for efficiency in the disciplinary review system, Ms. Sneed proposed two disciplinary models to the Board.

The first disciplinary model that Ms. Sneed proposed to the Board was the model that included a subcommittee to review complaints. With this model individuals would be given notice that a complaint was received by the EPSB and have an opportunity to submit a rebuttal to the Board. Once, and if, a rebuttal was received, EPSB legal staff would prepare the complaint for committee review. Then the committee would decide whether or not to initiate a case. If the case was voted on to be heard during the subcommittee review, then an investigation would start. The subcommittee decisions would go to the Board for affirmation. The potential benefits of this model are the following:

- * Educators would have notice of all reports and complaints filed against them so they would be aware of potential problems or perceived problems.
- * The Board (or subcommittee) would decide the types of issues to be investigated from the beginning, thus, eliminating staff time to investigate all complaints.
- * Every complaint would be reviewed by Board members providing, at least, the subcommittee a better understanding of the common public complaints against teachers.

The potential detriments of this model are the following:

- * Every complaint or report would be sent to the educator to give him or her a chance to respond prior to any Board review.
- * The subcommittee would have to meet regularly to ensure egregious cases were handled swiftly, and this would mean removing teacher members of the committee from their classrooms for additional time for meetings and meeting preparations.
- * A subcommittee may not reflect the diverse backgrounds and positions of all the Board members.
- * An additional step would slow down the process and add to the cost of disciplinary prosecutions.

The second model that Ms. Sneed discussed with the Board included a subcommittee review to make a full recommendation to the Board. This model would be similar to the current process, but instead of meeting as a group to make a decision on a case the subcommittee would meet prior to the Board meeting and make recommendations. Then during closed session the subcommittee would give its recommendation to the full Board and the full Board would affirm.

The potential benefits of this model are below:

- * The subcommittee could decide what to do prior to the actual meeting, theoretically shortening the time for full Board discussion.
- * The subcommittee could identify any additional information needed for a final decision prior to the Board meeting, thus, ending the need to defer many cases for more information.

The potential detriments of this model are below:

- * It would require more meetings and more time away from school duties; although, this subcommittee would only need to meet prior to Board meetings.
- * The cases still have to be reviewed for final action by the Board.
- * Board members not on the committee may not feel the need to review disciplinary cases, meaning the subcommittee may make all decisions on disciplinary matters. Therefore, the diverse opinions of the various members of the Board may be lost.
- * An additional step would slow down the process and add to the cost of disciplinary prosecutions.

Ms. Cassandra Webb said the purpose of reviewing other proposed disciplinary models is to be as efficient, fair, and equitable to the teaching profession as possible with student needs being the number one concern. Chair Webb stated that the Board has one point of screening which is Ms. Sneed who receives feedback from the Board so the idea of committee screening came from that point of reference.

Ms. Marie McMillen said that she is concerned that currently there are 525 pending cases.

President King said he believes that the role of this Board is to serve as a judge of educator complaints, and the EPSB depends on staff to investigate complaints and make preliminary assessments to determine if a case is worthy of Board attention. He said in lieu of creating a subcommittee, he thinks if Ms. Sneed had clear guidelines on how to exercise her discretion that she could bring cases to the Board that merit attention and report on those that did not. If a

Board member has objections he/she could ask Ms. Sneed to review the complaint again or place it on the disciplinary docket. Ms. McMillen said it is difficult for Ms. Sneed to devote her full-time attention to the cases and a subcommittee would be a way the Board could assist her.

Ms. Sneed suggested adding a new element to the definition of dismissed as either dismissed, dismissed – remediated, or dismissed – trained. With this new disciplinary decision she believes the Board can expedite cases where the case can be resolved with professional development.

Ms. McMillen said she likes the three types of dismissal so the Board can track data.

Chair Webb said she wants the disciplinary process placed in regulation.

Ms. Brandy Beardsley said she does not want to lose the different board member perspectives during the disciplinary process.

For the April meeting, Chair Webb stated staff may bring back an information item on the subcommittee models and three dismissal options. The Board also asked Ms. Sneed to provide them with the EPSB policies and statutes on the disciplinary process.

Discussion to Establish Consistent EPSB Meeting Schedule

Mr. Jimmy Adams presented a proposed meeting schedule to the Board. The proposed meeting schedule suggested EPSB meetings be held on the second Monday of even months. This would avoid most holidays and coincide with the months of KBE meetings. Meeting dates that revolved near the testing window and beginning of school year were discussed. This item will be brought before the Board at the April EPSB meeting for final action.

Action Items

Strategic Plan

Mr. Jimmy Adams reviewed minor wording changes to the Strategic Plan with the Board. Then the Board reviewed additional recommendations from the Board chair.

These recommendations pertained to Organization Efficiency. The three strategies proposed were for policy/procedure, committee structure, and continuous improvement. Vice-chair, Anthony Strong, stated that he felt policy review should be a job duty for Executive Director Brown.

President King stated that he commended the process of recognizing change and believes examining policies on a regular basis would be valuable.

Dr. Mary John O’Hair asked that under Goal 1, Strategy 6, the wording be changed from Vanguard Pilot to Pilot Partnerships.

The Board will be updated on a regular basis during Board meetings on the progress of the Strategic Plan.

2014-015

Motion made by Ms. McMillen, seconded by Mr. Mike Ross, to approve the Strategic Plan as presented with the board chair recommendations added as goal 4.

Vote: *Unanimous*

16 KAR 2:010. Kentucky Teaching Certificates, Amendment, Final Action

Ms. Alicia Sneed said the current proposed amendments require that background checks for initial certification be performed within six (6) months of application. The purpose for allowing a six (6) month period was so recent graduates who have just completed their student teaching semester would only have to pay for the state and federal background checks once. Educator Preparation Programs (EPPs) have asked the staff to have the Board review this time line because some of the EPPs have the student teachers complete their background checks earlier than the month prior to student teaching. Due to placement issues with the schools and the time required to get the background checks back from KSP and the FBI, EPPs are requesting the Board consider a longer period of time prior to application, up to twelve (12) months. Board discussion ensued.

2014-016

Motion made by Dr. David Whaley, seconded by Ms. McMillen, to modify and approve the proposed amendments to 16 KAR 2:010 and require the background checks for initial certification be performed within twelve (12) months of application.

Vote: *Unanimous*

16 KAR 4:060. Certificate Renewals and Successful Teaching Certificates, Amendment, Final Action

2014-017

Motion made by Ms. Ellen Blevins, seconded by Ms. Shannon Treece, to approve the amendments to 16 KAR 4:060.

Vote: *Unanimous*

Waivers

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching. Request to Waive the Student Teacher Placement Requirements – Dr. Sam Evans on behalf of Ms. Lauren Kimble

2014-018

Motion made by Dr. Mary John O’Hair, seconded by Ms. Sandy Sinclair-Curry, to approve the waiver request for Dr. Sam Evans on behalf of Ms. Lauren Kimble.

Vote: *Unanimous*

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching. Request to Waive Language Pertaining to Seventy (70) Full Days, or Its Equivalent, of Student Teaching

Dr. Walters-Parker explained to the Board that inclement weather in the spring 2014 semester has forced school closings, delayed start times, and necessitated early dismissals in schools where student teachers in Kentucky educator preparation programs are assigned for their required 70 days of student teaching. Although student teachers and their programs have made good faith efforts to complete as many days as possible, some candidates’ assigned schools will not be open enough days for the candidates to complete 70 days of student teaching before the close of the higher education institution’s semester. Board member discussion ensued. The Board was concerned that some student teachers would miss 30-40% of their student teaching experience. Dr. Walters-Parker stated that EPSB staff will try to determine how to address this situation for the future.

2014-019

Motion made by Ms. Blevins, seconded by Mr. Ross, to approve the waiver request for 16 KAR 5:040 pertaining to the requirement of seventy full days or its equivalent of student teaching.

Vote: *Yes – 13*

No – 2 (Bob King and Marie McMillen)

16 KAR 3:050. Request to waive the completion date of a principal preparation program, Dr. David Whaley on behalf of Matthew Melton

2014-020

Motion made by Mr. Ross, seconded by Ms. Sinclair-Curry, to approve the waiver request for Dr. David Whaley on behalf of Matthew Melton.

Vote: *Unanimous*

Board Comments

There were no further board comments.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
March 17, 2014**

Motion made by Dr. Mary John O’Hair, seconded by Ms. Marie McMillen, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Ms. Sandra Sinclair-Curry, seconded by Ms. McMillen, to return to open session.

Vote: *Unanimous*

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

Barbara Boyd, Cassandra Webb, Michael Ross, Anthony Strong, Ellen Blevins, David Whaley, Marie McMillen, Mary John O’Hair, Brandy Beardsley, Tolya Ellis, Amanda Ellis, and Shannon Treece.

Attorneys present were Alicia A. Sneed, Cassandra Trueblood, Gary Stephens, and Angela Evans.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1311802	Defer for training
1311790	Admonish
1312866	Defer for training
1312887	Hear
1312897	Hear
1312893	Hear
1311855	Dismissed
1311857	Dismissed
1311853	Admonish
1311806	Hear
14014	Admonish
1311838	Hear
1312877	Hear
1311832	Defer for training
1311796	Admonish
1311792	Hear
1311836	Hear
1311777	Hear
1311779	Admonish
1311762	Hear
1311756	Admonish
1311817	Hear
1311788	Hear
1309685	Hear
1311823	Hear
1312870	Hear
1312883	Hear
1312895	Hear
1309687	Hear
1311769	Hear
1311830	Hear
1311800	Hear
1311794	Admonish
1311840	Dismissed
1311760	Hear
1311821	Defer for training
1312889	Dismissed
1312904	Admonish (<i>Ms. T. Ellis recused</i>)
1311754	Dismissed
1310733	Hear
1311784	Hear
1312864	Hear
1004244	Dismissed

1204221	Dismissed
1211739	Dismissed
13016	Dismissed
110259	Dismissed
10014	Dismissed
1306449	Defer for training
1307551	Dismissed
0912638	Dismissed

Character/Fitness Review

Case Number **Decision**

1436	Approve
1428	Approve
1442	Approve
1441	Approve
1451	Approve
1457	Approve
1463	Deny
1462	Deny
1476	Approve
1483	Approve
1492	Deny
1444	Deny
1493	Approve
1437	Approve
1443	Approve
131117	Approve
1456	Approve
1459	Approve

Case Number **Decision**

1211733 (Juan Vega-Calderon)Accept Agreed Order admonishing Respondent for using physical force against a student and for using profanity in his classroom. A teacher in the Commonwealth of Kentucky has a duty to protect the health and safety of students and must remain aware of the line between appropriate and inappropriate physical interaction when interacting with a student. An educator should only touch students when it is necessary to protect the student, to protect the educator and/or others from harm. The Board reminds Respondent that as a teacher, he has a duty to maintain the dignity and integrity of the profession and to

set a positive example for his students. The Board will not tolerate any further incidents of misconduct from Respondent.

This settlement agreement is expressly conditioned upon the following:

1. Respondent shall complete a course of professional development/training in the area of classroom management.

2. Respondent shall complete a course of professional development/training in the area of anger management.

All training must be approved by the Board. Respondent must provide written proof to the Board that he has completed the training by February 1, 2014. Any expense incurred for said training shall be paid by Respondent.

Should Respondent fail to meet any of the requirements listed above, his certificate shall be automatically suspended until Respondent provides written proof to the Board that he has completed the conditions. Respondent 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*

0912681 (Marlene Thomasson) Accept Agreed Order admonishing Respondent for using inappropriate discipline when dealing with student misbehavior. As an educator, Respondent has a duty to treat all students with dignity and respect. An educator also has a duty to protect the health, safety, and emotional well-being of students. The Board will tolerate no further acts of misconduct by Respondent.

Respondent has provided proof that she has completed six hours of professional development in safe crisis management and a university course in classroom management.

Vote: *Unanimous*

1309645 (Paul Vaughn) Accept Agreed Order which states that Respondent has no plans to return to the classroom and agrees that he shall not seek teacher certification, including emergency substitute teaching, at any point in the future.

Vote: *Unanimous*

1309671 (Joann Owens) Accept Agreed Order revoking Respondent's certificate for a period of three (3) years from the date of acceptance of this agreement by the Board. Respondent shall immediately surrender the original and all copies of Respondent's certificate to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort,

Kentucky 40601. Reissuance of this certificate is conditioned upon the following:

1. Respondent shall present written evidence to the Board that she has completed twelve (12) hours of professional development/training, approved by the Board and at her own expense, in ethics and boundary issues. Respondent has provided proof of this condition.
2. Respondent shall present written evidence to the Board that she has undergone a psychological evaluation by a Kentucky licensed therapeutic and/or psychological counselor approved by the Board and is fit to return to the classroom and capable of performing her duties with reasonable skill, competence and safety. Any expense incurred in satisfying this condition is to be paid by Respondent.
3. Respondent shall complete all requirements of the diversion agreement in Grant Circuit Case Number 13-CR-00137.

Should Respondent fail to satisfy any of these conditions, Respondent's certificate shall remain revoked until all conditions are met.

Upon reissuance, Respondent's certificate shall be subject to the following probationary conditions for the life of the certificate:

1. Respondent shall not be convicted of nor enter a guilty or no contest plea to any misdemeanor or felony charges.
2. Respondent shall submit current national and state criminal background reports to the Board with any application for renewal of certification(s) and/or for additional certification(s). Any expense in obtaining these reports shall be paid by Respondent.
3. Respondent shall not be disciplined by any school district for conduct in violation of KRS 161.120 and/or 16 KAR 1:020. Discipline shall be defined as a reprimand, admonishment, suspension, or termination upheld by either the tribunal or arbitration process, if requested.

Should Respondent fail to comply with any of these probationary conditions, the Board shall automatically suspend Respondent's certificate for a period of two (2) years and may seek additional sanctions pursuant to KRS 161.120.

Vote: *Unanimous*

1108581 (Susan Wills)

Accept Agreed Order dismissing Agency Case Number 1108581. Prior to returning to any position of employment that requires teaching certification, Respondent shall submit the following to the Board:

1. Written proof of completion of six (6) hours of professional development/training, approved by the Board and at her own expense, in effective classroom management techniques ; and

2. Documentation that she has undergone a comprehensive assessment by a physician, licensed in Kentucky and approved by the Board, and is fit to perform her duties as an educator. Respondent shall bear the cost of satisfying this condition.

Should Respondent use her teaching certificate without first satisfying both of these conditions, her certificate shall be automatically suspended and remain so until all conditions are met and potentially face additional sanctions for failure to comply with this Order.

Vote: *Unanimous*

1302149 (Adam Hunter)

Accept Agreed Order which states that Respondent's certificate is expired and that Respondent shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

1112955 (Billy Griffin)

Accept Agreed Order admonishing Respondent for exhibiting a lack of professional judgment in his interactions with students. As a certified educator, Respondent must strive to uphold the responsibilities of his profession by maintaining a positive learning environment and by treating each student with dignity and respect. The Board will not tolerate any further acts of misconduct by Respondent.

Respondent's certificate, including any and all endorsements, shall be subject to the following probationary conditions for a period of three (3) years from the date the Board accepts this Agreed Order:

1. On or before July 1, 2014, Respondent shall provide written proof to the Board that he has 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 Respondent fails to comply with the requirements of this paragraph on or before July 1, 2014, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until

Respondent submits the required written proof to the Board.

2. On or before September 1, 2014, Respondent shall provide written proof to the Board that he has completed a course, as approved by the Board, on sexual harassment awareness in the workplace. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to comply with the requirements of this paragraph on or before September 1, 2014, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent submits the required written proof to the Board.

3. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving inappropriate interactions with students. "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 Respondent fails to comply with the requirements of this paragraph, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended for a period of one (1) year.

Respondent is aware that should he violate KRS 161.120, either during or following this three (3) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *11-1 (Ms. McMillen dissented)*

1103142 (Matt Mercer)

Accept Agreed Order ordering Respondent to provide written proof to the Board that he 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, which shall include a component in student confidentiality. Any expense incurred for said training shall be paid by Respondent.

Respondent agrees that should he fail to complete the required training on or before July 1, 2014, his certificate, and any future endorsements or new areas of certification, shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

131211 (Tierra Hargis)

Accept Agreed Order which states that Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate and upon providing proof that she has complied with the following condition:

Prior to being issued any teaching and/or administrative certification in the Commonwealth of Kentucky,

Respondent shall provide written proof to the Board that she has completed a course, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Respondent.

In order to maintain or obtain any certificate in the future, Respondent shall comply with the following:

1. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.

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

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

Vote: *Unanimous*

1310722 (Robin Black)

Accept Agreed Order which states that Respondent voluntarily, knowingly, and intelligently surrenders her teaching certificate 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, Black 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*

1425 (Dylan Rasch)

Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent 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. Respondent 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. Any expense for the assessment and written reports shall be paid by Respondent.

2. Respondent 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. Any expense required for said training shall be paid by Respondent.

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. Respondent 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 Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or

