

The actions delineated below were taken in open session of the EPSB at the August 5, 2013, 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 Regular Business Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky
August 5, 2013**

Call to Order

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

Swearing In of New Board Members

Board secretary Ashley Abshire swore in the EPSB's newest Board members – Dr. Mary John O'Hair, Ms. Laura Schneider, and Dr. David Whaley.

Dr. Mary John O'Hair

Dr. Mary John O'Hair introduced herself to the Board. She is beginning her fifth year as Dean at the University of Kentucky, College of Education. Dr. O'Hair moved from Oklahoma where she worked at the University of Oklahoma for 15 years. She stated that she is looking forward to being a part of the Board and serving Kentucky.

Ms. Laura Schneider

Ms. Laura Schneider expressed that she is thankful and excited for the opportunity to serve on the Board. She is entering her 29th year of teaching arts and humanities and creative writing and journalism at Simon Kenton County High School. She stated that she received her bachelor's degree at Western Kentucky University and master's degree at Eastern Kentucky University.

Dr. David Whaley

Dr. David Whaley introduced himself as the Dean of the College of Education at Murray State University. He has worked in higher education for 34 years, also holding positions at Iowa State University and Colorado State University. Dr. Whaley was also a secondary education agriculture teacher. He stated that he is privileged and honored to be in the Commonwealth and to serve on the Board.

Roll Call

The following Board members were present during the May 13, 2013, EPSB meeting: Bradley Bielski, Ellen Blevins, Barbara Boyd, Terry Holliday, Mary John O'Hair, Michael Ross, Laura Schneider, Sandy Sinclair-Curry, Anthony Strong, Cassandra Webb and David Whaley. Brandy Beardsley, Allen Kennedy, Robert King, Marie McMillen, Zenaida Smith, and Lorraine Williams were absent.

Open Speak

Drs. Lyle Roelofs and Chad Berry of Berea College spoke on their institution's accreditation report which was Action Item A on the August agenda. Both described the continued effort of Berea College's staff towards improvement of Berea College's education program. They shared

their appreciation for the insight and support received by EPSB staff as they seek to improve their program, and are working hard to meet the expectations of the EPSB.

Board's Mission Statement

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

Approval of Consent Item

2013-020

Motion made by Ms. Sandy Sinclair-Curry, seconded by Ms. Barbara Boyd, to approve the May 13, 2013, EPSB minutes on the consent agenda.

Vote: *Unanimous*

Report of the Executive Director

Report from the Kentucky Department of Education

The Commissioner of Education's report was placed in the Board folders. The Board did not have questions for the Commissioner.

Report from the Council on Postsecondary Education

There was no report from the Council on Postsecondary Education.

Districts of Innovation

Executive Director Robert Brown reported that four districts were approved for Districts of Innovation – Taylor County, Eminence Independent, Danville Independent, and Jefferson County Public Schools. He stated that there were issues with some of the Districts of Innovation proposals that directly affected the districts' work through the EPSB. EPSB staff and KDE staff met with the districts to review their plans and found solutions to these issues.

NCATE/CAEP Board of Examiner Training

Mr. Brown reported that Board of Examiner training was scheduled to begin August 6 in Louisville. Nearly 40 individuals from Kentucky will be trained. This training is a collaborative agreement with NCATE between Kentucky and Missouri.

Report of the Chair

Appointment of the Nominating Committee for Chair and Vice Chair

Board Chair Cassandra Webb appointed Brad Bielski, Barbara Boyd and Brandy Beardsley to the Nominating Committee for Chair and Vice Chair.

Appointment of the Evaluation of the Executive Director Committee

Board Chair Webb appointed Anthony Strong, Allen Kennedy, and Ellen Blevins to the Evaluation of the Executive Director Committee. She asked Mr. Strong to serve as chair on this committee.

Strategic Planning Committee

Board Chair Webb appointed Robert Brown, Terry Holliday, Robert King, Bradley Bielski, and herself to the Strategic Planning Committee.

Information/Discussion Item

Financial Report for Fiscal Year 2013

Mr. Gary Freeland gave the EPSB's fiscal year 2013 financial report. He will return in October for Board approval of the fiscal year 2015-16 budget request.

Action Items

Berea College: Accreditation with Conditions Report

2013-021

Motion made by Dr. Bradley Bielski, seconded by Mr. Michael Ross, to grant continuing accreditation for Berea College.

Vote: *Unanimous*

Kentucky Christian University: Accreditation with Conditions

2013-022

Motion made by Mr. Ross, seconded by Dr. David Whaley, to grant continuing accreditation for Kentucky Christian University.

Vote: *Unanimous*

16 KAR 9:080. University-Based Alternative Certification Program, Final Action

2013-023

Motion made by Ms. Ellen Blevins, seconded by Dr. Whaley, to accept the amendments to 16 KAR 9:080 with the change to specify that interns shall have 15 hours of annual observations, five hours with the university mentor, five hours with the school/district-based mentor, and five hours at the discretion of the university and school/district-based mentor.

Vote: *Unanimous*

Request for Off-Campus Location, Union College

2013-024

Motion made by Dr. Bielski, seconded by Ms. Blevins, to approve the Union College request to establish one off-site campus.

Vote: *Unanimous*

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

2013-025

Issue One: Unit Accreditation

Motion made by Dr. Bielski, seconded by Dr. Whaley to accept the recommendation of the AAC and grant accreditation for Bellarmine University.

Vote: *Unanimous*

Issue Two: Program Approval

2013-026

Motion made by Ms. Boyd, seconded by Ms. Blevins, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at Bellarmine University.

Vote: *Unanimous*

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

2013-027

Issue One: Unit Accreditation

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

Vote: *Unanimous*

2013-028

Issue Two: Program Approval

Motion made by Dr. Whaley, seconded by Dr. Mary John O'Hair, to accept the recommendation of the AAC and grant approval for the initial and advanced level educator preparation programs at Campbellsville University.

Vote: *Unanimous*

Accreditation of the Educator Preparation Unit and Approval of Programs, Kentucky Wesleyan College

2013-029

Issue One: Unit Accreditation

Motion made by Dr. Bielski, seconded by Ms. Laura Schneider, to accept the recommendation of the AAC and grant accreditation for Kentucky Wesleyan College.

Vote: *Unanimous*

2013-030

Issue Two: Program Approval

Motion made by Ms. Blevins, seconded by Dr. O'Hair, to accept the recommendation of the AAC and grant approval for the initial level educator preparation programs at Kentucky Wesleyan College.

Vote: *Unanimous*

16 KAR 3:080. Career and Technical Education Administrators, Final Action

2013-031

Motion made by Mr. Anthony Strong, seconded by Ms. Sinclair-Curry, to approve the proposed amendments to 16 KAR 3:080

Vote: *Unanimous*

Kentucky Teacher Internship Program (KTIP) Appeals

2013-032

David Baughman

Motion made by Mr. Ross, seconded by Ms. Blevins, to approve the appeals committee recommendation that the decision of unsuccessful by the intern committee for David Baughman be upheld. Another Statement of Eligibility shall be issued to Mr. Baughman, unless he 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*

2013-033

Kayla Dean

Motion made by Dr. O'Hair, seconded by Ms. Blevins, to approve the appeals committee recommendation that the decision of unsuccessful by the intern committee for Kayla Dean be upheld. Another Statement of Eligibility shall be issued to Ms. Dean, unless she 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*

2013-034

Chris McAfee

Motion made by Dr. O'Hair, seconded by Ms. Boyd, to approve the appeals committee recommendation that the decision of unsuccessful by the intern committee for Chris McAfee be upheld. Another Statement of Eligibility shall be issued to Mr. McAfee, unless he 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*

2013-035

Stephanie Mullins

Motion made by Mr. Ross, seconded by Ms. Sinclair-Curry, to approve the appeals committee recommendation that the decision of unsuccessful by the intern committee for Stephanie Mullins be upheld. Another Statement of Eligibility shall be issued to Ms. Mullins, unless she 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*

2013-036

Alicia Plavsic

Motion made by Ms. Schneider, seconded by Dr. Whaley, to approve the appeals committee recommendation that the decision of unsuccessful by the intern committee for Alicia Plavsic be upheld. Another Statement of Eligibility shall be issued to Ms. Plavsic, unless she 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*

2013-037

Suzanne Siebert

Motion made by Ms. Boyd, seconded by Mr. Strong, to approve the appeals committee recommendation that the decision of unsuccessful by the intern committee for Suzanne Siebert be upheld. Another Statement of Eligibility shall be issued to Ms. Siebert, unless she 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*

2013-038

Taylor Clements

Motion made by Dr. Whaley, seconded by Ms. Boyd, to approve the appeals committee 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*

2013-039

Tanika Irvin

Motion made by Mr. Ross, seconded by Ms. Sinclair-Curry, to approve the appeals committee recommendation that procedural error(s) by the intern committee make(s) it impossible to determine if Tanika Irvin was, in fact, unsuccessful. The internship should be nullified and Ms. Irvin allowed to repeat the internship without penalty.

Vote: *Unanimous*

2013-040

Hillary King

Motion made by Dr. O'Hair, seconded by Dr. Whaley, to approve the appeals committee recommendation that procedural error(s) by the intern committee make(s) it impossible to determine if Hillary King was, in fact, unsuccessful. The internship should be nullified and Ms. King allowed to repeat the internship without penalty.

Vote: *Unanimous*

2013-041**Brenda Sharpe**

Motion made by Ms. Sinclair-Curry, seconded by Ms. Schneider, to approve the appeals committee recommendation that procedural error(s) by the intern committee make(s) it impossible to determine if Brenda Sharpe was, in fact, unsuccessful. The internship should be nullified and Ms. Sharpe allowed to repeat the internship without penalty.

Vote: *Unanimous*

2013-042**Megan Simpson**

Motion made by Dr. Whaley, seconded by Ms. Schneider, to approve the appeals committee recommendation that procedural error(s) by the intern committee make(s) it impossible to determine if Megan Simpson was, in fact, unsuccessful. The internship should be nullified and Ms. Simpson allowed to repeat the internship without penalty.

Vote: *Unanimous*

2013-043**Amberly Tullis**

Motion made by Mr. Ross, seconded by Ms. Sinclair-Curry, to approve the appeals committee recommendation that procedural error(s) by the intern committee make(s) it impossible to determine if Amberly Tullis was, in fact, unsuccessful. The internship should be nullified and Ms. Tullis allowed to repeat the internship without penalty.

Vote: *Unanimous*

2013-044**Blair Wathen**

Motion made by Ms. Blevins, seconded by Dr. O'Hair, to approve the appeals committee recommendation that procedural error(s) by the intern committee make(s) it impossible to determine if Blair Wathen was, in fact, unsuccessful. The internship should be nullified and Ms. Wathen allowed to repeat the internship without penalty.

Vote: *Unanimous*

2013-045

Motion made by Ms. Boyd, seconded by Mr. Ross, that in the KTIP appeals decisions listed above, where the internship was nullified, the entire internship committee must be retrained.

Vote: *Unanimous*

Board Comments

Board Chair Webb gave the Board a Systems Check document and asked the Board to complete it. This information was then reviewed and will be used by the Strategic Planning Committee.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
August 5, 2013**

Motion made by Ms. Ellen Blevins, seconded by Ms. Laura Schneider, 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 Mr. Michael Ross, seconded by Ms. Sandra Sinclair-Curry, to return to open session.

Vote: *Unanimous*

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

Bradley Bielski, Barbara Boyd, Cassandra Webb, Michael Ross, Anthony Strong, Sandra Sinclair-Curry, Laura Schneider, David Whaley, and Mary John O’Hair.

Attorneys present were Alicia A. Sneed, Ryan Chailland, Whitney Crowe, Gary Stephens, and Angela Evans.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1305337	Defer for training
1302133	Admonish
1303238	Hear
1304300	Admonish
1306401	Hear
1305323	Hear
1303193	Admonish
1303223	Hear
1304285	Hear
1303196	Hear
1302165	Defer for training
1305327	Defer
1304283	Hear
1304287	Admonish
1304293	Admonish
1305345	Hear
1306379	Hear
1306393	Hear
1305341	Admonish
1305347	Hear
1306405	Defer for training
1304298	Dismissed

130175	Hear
1305339	Hear
1303234	Hear
1304259	Hear
1303203	Hear
1303207	Hear
1304247	Hear
1306442	Hear
1306422	Hear
1304251	Hear
1305329	Hear
1302126	Admonish
1303229	Defer
1305305	Admonish
1304253	Hear
1306397	Hear
1305343	Hear
1305317	Hear
1304267	Hear
1302149	Hear
1304249	Hear
1306389	Hear
1305325	Hear
1306440	Hear
1303177	Hear
1303188	Hear
1303201	Hear
1303244	Defer for training
1304265	Hear
1305313	Dismissed (<i>Ms. Schneider recused</i>)
1304296	Hear
1302123	Hear
1305353	Admonish
1305311	Dismissed
1305315	Admonish (<i>Ms. Schneider recused</i>)
1303219	Dismissed
1306403	Hear
1303232	Defer for training
1304262	Hear
1304269	Hear
1304271	Hear
1303236	Hear
1305359	Hear
1305361	Hear
1306385	Hear
1211647	Dismissed

1209554	Dismissed
1211725	Dismissed
130155	Admonish
130169	Hear
1211719	Dismissed
130198	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
13428	Approve
111020	Approve
13525	Approve
13597	Approve
13630	Approve
13618	Deny
13259	Deny
13770	Deny
13233	Approve
13818	Deny
13720	Approve
13429	Approve
13158	Deny
13840	Deny
13439	Deny
13354	Approve
13364	Approve
13375	Approve
13387	Approve
13384	Approve
13484	Approve
13362	Approve with conditions (<i>Mr. Ross recused</i>)
13404	Approve
13400	Approve
13441	Approve
13457	Approve
13458	Approve
13365	Approve
13466	Approve
13499	Approve
13424	Approve
13559	Approve
13558	Approve
13556	Approve
13547	Approve

13571	Approve
13498	Approve
13577	Approve
13589	Approve
13528	Approve
13529	Approve
13645	Deny
13650	Approve
13582	Approve
13676	Approve
13609	Approve
13695	Approve
13704	Approve
13611	Approve
13702	Approve
13752	Approve
13771	Approve
13497	Approve
13776	Approve
13817	Approve
13808	Approve
13816	Approve
13829	Approve
13845	Approve

Agreed Orders

Case Number

Decision

1110768 (Robert Howard)

Accept Agreed Order admonishing Respondent for using excessive force to manage student behavior. As a professional educator, Respondent has a duty to protect the physical and emotional well-being of each and every student and must treat those in his care with dignity and respect no matter the circumstance. While the Board understands the difficulty of managing the behavior of exceptional children, it is never an excuse for misconduct. Respondent is not currently teaching. Prior to returning to the classroom in any capacity that requires teacher certification, Respondent shall satisfy the following conditions.

1. Respondent shall provide written proof to the Board that he has completed an anger management assessment with a mental health professional, licensed in Kentucky and approved by the Board, and successfully completed counseling, if recommended. Respondent shall pay any

costs associated with the assessment, report and recommended counseling if required.

2. Respondent shall provide written proof to the Board that he has completed twelve (12) hours of professional development/training, approved by the Board and at his own expense, in classroom and behavior management techniques for exceptional children.

Should Respondent fail to satisfy any of these conditions, his certificate shall be automatically suspended and remain so until all conditions are met.

Vote: *Unanimous*

1110785 (Margaret Branch) Accept Agreed Order admonishing Respondent for neglect of duty. As a professional educator, Respondent must maintain a positive and productive learning environment. This includes maintaining lesson plans and using class time to meet content objectives.

This agreement is conditioned on the following. On or before August 1, 2013, Respondent shall provide written proof to the Board that she has completed six (6) hours of professional development/training, approved by the Board and at her own expense, in constructing effective lesson plans. Should Respondent fail to satisfy this condition, her certificate shall be automatically suspended and remain so until it is met.

For five (5) years from the date of acceptance of this Order by the Board, Respondent's certificate shall be subject to the following probationary condition. Respondent shall not be disciplined by any school district for conduct that would be deemed a violation of KRS 161.120. Discipline shall be defined for the purposes of this agreement as any district sanction appealable pursuant to KRS 161.790, that if appealed, results in a finding by a tribunal and/or arbitrator that imposes a public reprimand, suspension or termination. If Respondent violates this condition, the Board shall automatically suspend her certificate for a period of two (2) years and may seek additional sanctions pursuant to KRS 161.120

Vote: *Unanimous*

1106451 (William Springate) Accept Agreed Order which states that Respondent's certificate is expired as of June 30, 2013. Respondent shall not reapply for certification until July 1, 2015.

In addition to any educational requirements, issuance of a certificate to Respondent on or after July 1, 2015 is conditioned upon the following:

Respondent must provide proof that he has completed twelve (12) hours of Board-approved professional development/training with an emphasis on ethics and student/teacher boundaries. Should Respondent fail to satisfy this condition, his application for certification shall be denied.

Upon reissuance on or after July 1, 2015, Respondent's certificate shall be on permanent probation. For the entirety of the probationary period, Respondent shall comply with the following:

Respondent shall receive no disciplinary action involving student/teacher boundaries. "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. Should Respondent violate this condition, his certificate shall be revoked.

Vote: *Unanimous*

1106449 (Sonja Woodcock) Accept Agreed Order retroactively suspending Respondent's Kentucky Teaching Certificate for a period of one year beginning June 9, 2011. Respondent will also attend and complete 12 hours of professional development in the area of classroom management. The training must be approved by the Board. Respondent will also obtain mental health assessment by a licensed psychologist, psychiatrist, or counselor approved by the board and provide a written report that she is fit to return to the classroom. All costs associated with said training and assessment shall be borne by Respondent. The training and assessment must be completed within 3 months of the date of acceptance of this Agreed Order by the Board. Should Respondent fail to comply with any of the requirements of this agreement, her certificate will automatically be suspended and remain suspended until she completes the requirements. Finally, Respondent is reminded that an educator is responsible for fulfilling all her duties to ensure that students achieve in a safe and optimal learning environment. Respondent failed in this duty by telling inappropriate jokes, having a disorganized classroom and excessive absences.

Vote: *Unanimous*

1207427 (David Hill) Accept Agreed Order admonishing Respondent. 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 language when interacting with a student. 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 in professional ethics training.
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.

Vote: *Unanimous*

1211760 (Gail Yates)

Accept Agreed Order admonishing Respondent. As a teacher, Respondent is entrusted with ensuring the safety of the students and must exhibit good judgment at all times. Respondent is reminded that as a member of the education profession she is required to comply with the Professional Code of Ethics for Kentucky Certified School Personnel at all times, this includes ensuring that any materials presented to the students during the school day is also in compliance with the tenets of the Code. The Board will tolerate no further acts of misconduct by Respondent. Additionally, Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional ethics training, as approved by the Board on or before March 1, 2014. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until she completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1108577 (Joseph Cook)

Accept Agreed Order dismissing Case Number 11-08577 without prejudice.

Vote: *Unanimous*

1208495 (Barttina Wilkins)

Reject Agreed Order admonishing Respondent for using inappropriate language in the classroom. As an educator, Respondent has a duty to maintain the dignity and integrity of the profession and to refrain from subjecting students to embarrassment or disparagement. The Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel in the future. Respondent's certificate is expired. Issuance of any future certificate to Respondent, or on her behalf, is expressly conditioned upon Respondent providing, upon application, written proof to the Board that she has completed twelve (12) hours of professional development/training, as approved by the Board, in the areas of teacher ethics and classroom management. Any expense for this training shall be paid by Respondent. Should Respondent fail to satisfy this condition, the Board shall automatically deny any application submitted by Respondent or on her behalf.

Vote: *Unanimous*

1209574 (Amy Mattingly)

Accept Agreed Order retroactively suspending Respondent's certificate for a period of six (6) months beginning December 30, 2012. Upon acceptance of this agreement by the Board, Respondent 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. Prior to reinstatement of Respondent's certificate at the conclusion of the six (6) month suspension period, Respondent shall provide written proof to the Board that she has paid her debt to ACE Corp Educational Services in full. Should Respondent fail to satisfy this condition, her certificate shall not be reinstated.

Vote: *Unanimous*

1208497 (Barbara Nelson)

Accept Agreed Order admonishing Respondent for engaging in inappropriate physical interactions with students. As an educator, Respondent has a duty to maintain the dignity and integrity of the profession and to protect the health, safety, and emotional well-being of students. It is imperative that Respondent remain aware of the line between appropriate and inappropriate physical interactions with students. In the future, the Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel.

Prior to accepting any teaching and/or administrative position in the Commonwealth of Kentucky, Respondent shall comply with the following:

1. Respondent shall undergo an anger management assessment by a licensed clinical provider, as approved by the Board, and shall present written evidence to the Board that she has complied with the assessment process and has successfully completed all treatment recommendations. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of professional development or training, as approved by the Board, in the areas of classroom management and effective disciplinary techniques. Any expense incurred for said training shall be paid by Respondent.

3. Respondent shall provide 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 Respondent fails to satisfy all of the above conditions prior to accepting any teaching and/or administrative position in the Commonwealth of Kentucky, Respondent's certificate shall be automatically suspended for a period of one (1) year. If applicable, at the conclusion of the one (1) year suspension, Respondent's certificate shall remain suspended until such time as all conditions are met.

Vote: *Unanimous*

1211701 (Kelly Becker)

Accept Agreed Order reminding Respondent that, as an educator, she has a duty to maintain a positive learning environment in her classroom and to refrain from subjecting students to embarrassment and disparagement. In the future, the Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel.

On or before July 1, 2014, Respondent shall provide 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 for this 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.

On or before July 1, 2014, Respondent shall provide written proof to the Board that she has successfully completed six (6) hours of professional development or training, as approved by the Board, in classroom management. 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.

Vote: *Unanimous*

1110799 (Natalie Gentry)

Accept Agreed Order in which 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, Respondent 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*

1205277 (Bradley Young)

Accept Agreed Order revoking Respondent's certificate for a period of ten (10) years beginning on May 2, 2012. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during the revocation period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to the standard requirements of the application process, before Respondent shall be reissued any certificate, he must comply with the following:

1. Respondent shall provide written proof to the Board that he has been assessed by a state certified mental health counselor approved by the Board and is competent to fulfill his duties as an educator. Respondent shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide treatment records to the Board until he has been

released from treatment by the counselor. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent.

2. Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of ethics training which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Respondent.

Should Respondent fail to satisfy either of these conditions, the Board shall automatically deny any application submitted by Respondent or on his behalf.

Upon reissuance of Respondent's certificate, Respondent shall be on permanent probation. Accordingly, Respondent shall receive no disciplinary action involving teacher/student boundaries. "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, Respondent agrees that should he fail to satisfy the terms of the permanent probation, Respondent's certificate shall be automatically permanently revoked.

Vote: *Unanimous*

1103119 (Joshua Poore)

Accept Agreed Order suspending Respondent's certificate for a period of thirty (30) days from June 10, 2013 through July 9, 2013. Prior to or on June 10, 2013, Respondent shall 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 reinstatement at the conclusion of the suspension period, Respondent's teaching certificate shall be on probation for a period of three (3) years and subject to the following probationary conditions:

1. Respondent has submitted written proof to the Board that he has completed twelve (12) hours of professional ethics training.

2. Respondent has submitted written proof to the Board that he has completed a course on sexual harassment awareness.

3. During the probationary period, Respondent shall not receive any disciplinary action involving teacher/student boundaries 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 Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of two (2) years and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

130143 (Robert Bowers)

Accept Agreed Order admonishing Respondent for violating KRS 161.020 and KRS 160.380. The Board is responsible for establishing the requirements for educator certification to ensure that every certified public school employee is properly trained and capable of performing the duties of the position. In the future, whenever he serves in a school leadership position that has hiring authority, Respondent shall ensure that every employment decision complies with all state school hiring and certification laws. Additionally, Respondent's certificate is subject to the following probationary conditions:

1. Respondent shall provide written proof to the Board that he has received professional development/training in the area of educator certification as approved by the Board, no later than September 1, 2013. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2013, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

2. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of educator ethics as approved by the Board, no later than June 30, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by June 30, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

3. Respondent shall provide written proof that he has completed training regarding the school hiring process as approved by the Board, no later than September 1, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

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*

130179 (Donna Williams)

Accept Agreed Order reminding Respondent that KRS 161.020(2) states, "No person shall enter upon the duties of a position requiring certification qualifications until his or her certificate has been filed or credentials registered with the local district employer." The Board is responsible for establishing the requirements for educator certification to ensure that every certified public school employee is properly trained and capable of performing the duties of the position. When individuals take the duties of a position without appropriate certification, the individual is not only violating the law, but eroding the public's trust in the education profession.

Additionally, Respondent's certificate is subject to the following probationary conditions:

1. Respondent shall provide written proof to the Board that she has received professional development/training in the area of educator certification as approved by the Board, no later than September 1, 2013. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2013, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

2. With any application for certificate renewal or additional areas of certification, Respondent shall provide proof that she is properly certified for her current employment.

Should Respondent violate this condition, Respondent's certificate shall not be renewed, nor shall any additional certification be granted until the proof has been received.

If Respondent is employed in a position for which she is not properly certified, Respondent's certificate shall be automatically suspended and a new disciplinary case initiated against Respondent. Respondent's certificate shall remain suspended until resolution of the new disciplinary case.

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

Vote: *Unanimous (Ms. Sinclair-Curry recused)*

130145 (Rita Dials)

Reject Agreed Order admonishing Respondent for violating KRAS 161.020. KRS 161.020(2) states, "No person shall enter upon the duties of a position requiring certification

qualifications until his or her certificate has been filed or credentials registered with the local district employer." The Board is responsible for establishing the requirements for educator certification to ensure that every certified public school employee is properly trained and capable of performing the duties of the position. When individuals take the duties of a position without appropriate certification, the individual is not only violating the law, but eroding the public's trust in the education profession. Additionally, Respondent's certificate is subject to the following probationary conditions:

1. Respondent shall provide written proof to the Board that she has received professional development/training in the area of educator certification as approved by the Board, no later than September 1, 2013. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2013, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

2. Respondent shall provide written proof to the Board that she has received twelve (12) hours of professional development/training in the area of educator certification as approved by the Board, no later than June 30, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by June 30, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

3. With any application for certificate renewal or additional areas of certification, Respondent shall provide proof that she is properly certified for her current employment. Should Respondent violate this condition, Respondent's certificate shall not be renewed, nor shall any additional certification be granted until the proof has been received. If Respondent is employed in a position for which she is not properly certified, Respondent's certificate shall be automatically suspended and a new disciplinary case initiated against Respondent. Respondent's certificate shall remain suspended until resolution of the new disciplinary case.

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

Vote: *Unanimous*

130181 (Roger Cook)

Accept Agreed Order Respondent is reminded that KRS 161.020(1) states, "No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position." As the appointing authority for a school district, it is Respondent's duty to ensure that the school district and all its employees comply with state school laws. The Board is responsible for establishing the requirements for educator certification to ensure that every certified public school employee is properly trained and capable of performing the duties of the position. When a superintendent employs an individual in a position without appropriate certification, the superintendent is not only violating the law, but eroding the public's trust in the education profession.

Additionally, Respondent's certificate is subject to the following probationary conditions:

1. Respondent shall provide written proof to the Board that he has received professional development/training in the area of educator certification as approved by the Board, no later than September 1, 2013. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2013, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

2. For each school year that Respondent serves a superintendent, he shall submit a letter to the Board by October 30th affirming that he has reviewed his school district's Local Educator Assignment Data (LEAD) report and that the school district is in compliance with all hiring, employment, and certification statutes and regulations. Should Respondent violate this condition, Respondent's certificate shall be automatically suspended until the letter has been received. If the information in the letter is discovered to be untrue, a new disciplinary case initiated against Respondent.

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*

130141 (Anthony Roth)

Accept Agreed Order admonishing Respondent for violating KRS 161.020 and KRS 160.380. When serving as the appointing authority for a school district, it is

Respondent's duty to ensure that the school district and all its employees comply with state school laws. The Board is responsible for establishing the requirements for educator certification to ensure that every certified public school employee is properly trained and capable of performing the duties of the position. When a superintendent employs an individual in a position without appropriate certification, the superintendent is not only violating the law, but eroding the public's trust in the education profession. The Board will tolerate no further violations of the law from Respondent.

Additionally, Respondent's certificate is subject to the following probationary conditions:

1. Respondent shall provide written proof to the Board that he has received professional development/training in the area of educator certification as approved by the Board, no later than September 1, 2013. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2013, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.
2. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of educator ethics as approved by the Board, no later than June 30, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by June 30, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.
3. Respondent shall provide written proof that he has completed training regarding the school hiring process as approved by the Board, no later than September 1, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.
4. For each school year that Respondent serves a superintendent, he shall submit a letter to the Board by October 30 affirming that he has reviewed his school district's Local Educator Assignment Data (LEAD) report and that the school district is in compliance with all hiring,

employment, and certification statues and regulations. Should Respondent violate this condition, Respondent's certificate shall be automatically suspended until the letter has been received. If the information in the letter is discovered to be untrue, Respondent's certificate shall be automatically suspended and a new disciplinary case initiated against Respondent. Respondent's certificate shall remain suspended until resolution of the new disciplinary case.

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*

1306440 (Kimberly Segó)

Accept Agreed Order in which 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, Respondent 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*

1204248 (Peter Humphrey)

Accept Agreed admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as a certified educator, he has a duty to uphold the dignity and integrity of the teaching profession. Reporting to work late and smelling of alcohol fails to maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct by Respondent. Upon acceptance of this agreement by the Board, Respondent's certificate shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. Respondent has provided written proof to the Board that he has successfully completed a comprehensive alcohol/substance abuse assessment.
2. By September 1, 2013, Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent completes the required training and

provides the appropriate written proof to the Board.

3. During the probationary period, Respondent shall not be convicted of any crime involving the use and/or possession of any controlled substance or alcohol. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

4. Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, by July 1st of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Vote: *Unanimous*

130177 (Anthony McDaniel)

Accept Agreed Order which states 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. Any future application submitted by Respondent, or on his behalf, shall be denied.

Vote: *Unanimous*

1211762 (Dana McCubbin)

Accept Agreed Order suspending Respondent's certificate for a period of thirty (30) days from June 20, 2013 through July 19, 2013. Upon acceptance of this agreement by the Board, Respondent shall 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, Third Floor, Frankfort, Kentucky 40601. Upon acceptance of this agreement by the Board, Respondent's certificate shall be on probation for a period of three (3) years and subject to the following probationary conditions:

1. Respondent shall submit written proof to the Board that she has completed six (6) hours of Administration Code training, as approved by the Board, by October 1, 2013. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

2. Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional ethics training, as approved by the Board, by January 1, 2014. Any expense required for said training shall be paid by

Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

3. During the probationary period, Respondent shall not receive any disciplinary action for violation of the *Administration Code for Kentucky's Educational Assessment Program* from any school district in which she 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 Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended for one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

Vote: *Unanimous*

1202108 (Robert Guerrero)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent 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, Respondent 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*

1208522 (Brian Barriger)

Accept Agreed Order suspending Respondent's certificate for a period of forty five (45) days, from the date the Board approves this Order. Upon acceptance of this agreement by the Board, Respondent 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.

In addition to any educational requirements, reinstatement of Respondent's certificate at the conclusion of the suspension period is expressly conditioned upon 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. Respondent shall submit written proof to the Board that he has successfully completed the assessment and any treatment recommendations proposed by the chemical dependency counselor. Any expense required for the assessment and treatment shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Should Respondent fail to satisfy either of these conditions, Respondent's certificate shall not be reinstated.

Upon reinstatement, Respondent's teaching certificate shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. In accordance with KRS 161.175, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent.

2. Respondent shall not be convicted of any crime involving the use and/or possession of any controlled substance or alcohol during the probationary period. Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, by July 1st of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Respondent.

Should Respondent fail to satisfy any of the above conditions, his certificate shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

CF13113 (Scott Singer)

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 professional ethics, 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 and/or possession of any controlled substance or alcohol. If Respondent 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, 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 additional certification(s) submitted by Respondent or on his behalf.

Vote: *Unanimous*

1111826 (Kimberly King)

Accept Agreed Order Respondent's certificate shall be suspended for a period of thirty (30) days from June 1, 2013 through June 30, 2013. Upon acceptance of this agreement by the Board, Respondent 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, Third

Floor, Frankfort, Kentucky 40601.

Respondent is currently not employed as a certified educator. Prior to accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Respondent shall comply with the following:

1. Respondent shall provide written proof to the Board that she has been assessed by a state certified mental health counselor approved by the Board and is competent to fulfill her duties as an educator. Respondent shall provide proof that she has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide treatment records to the Board until she has been released from treatment by the counselor.

2. Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional ethics training, as approved by the Board.

Any expense involved in meeting these requirements shall be paid by Respondent. If Respondent fails to satisfy these conditions, her certificate shall be automatically suspended until all conditions are met.

Further, upon accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Respondent's certificate shall be on probation for a period of three (3) years and subject to the following probationary condition:

During the probationary period, Respondent shall not receive any disciplinary action involving neglect of duty from any school district in which she 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 Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1209567 (John Ogle)

Accept Agreed Order suspending Respondent's certificate for a period of one hundred eighty (180) days from February 1, 2013 to July 31, 2013. Respondent 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.

Respondent has submitted proof that he has undergone a

comprehensive alcohol/substance abuse assessment by a Kentucky licensed chemical dependency counselor, as approved by the Board. Respondent submitted written proof to the Board that he has successfully completed initial treatment recommendations and continues to receive treatment.

Respondent shall submit written progress reports from his chemical dependency counselor or group on January 1st and July 1st until such time as the counselor or group releases him from treatment. Each progress report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill his duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Respondent's certificate shall be subject to the following probationary conditions for a period of four (4) years:

1. By August 1, 2014, Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
2. During the probationary period, Respondent shall not be convicted of any crime involving the use and/or possession of any controlled substance or alcohol. 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 state and federal criminal background check, by September 1 of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Vote: *Unanimous*

1211684 (Michele Handegan) Accept Agreed Order admonishing Respondent for neglect of duty. The Board reminds Respondent that she has a duty to take reasonable measures to protect the health, safety, and emotional welfare of her students. As an educator,

Respondent must ensure that her students are never placed in potentially dangerous situations. The Board will not tolerate any further incidents of misconduct from Respondent.

Additionally, Respondent shall submit written proof to the Board that she has completed a course in classroom management training, as approved by the Board, by February 1, 2014. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

130118 (Cathy Ison)

Accept Agreed Order admonishing Respondent. As a teacher, Respondent is entrusted with ensuring the safety of the students and must exhibit good judgment at all times. Respondent is reminded that as a member of the education profession she is required to comply with the Professional Code of Ethics for Kentucky Certified School Personnel at all times, this includes ensuring that any materials presented to the students during the school day is also in compliance with the tenets of the Code. The Board will tolerate no further acts of misconduct by Respondent. Additionally, upon acceptance of this agreement by the Board, Respondent's certificate shall be on probation for a period of one (1) year and subject to the following probationary conditions:

1. Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional ethics training, as approved by the Board, by February 1, 2014. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

2. During the probationary period, Respondent shall not receive any disciplinary action from any school district in which she 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, including any appeal therefrom. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

Vote: *Unanimous*

1108558 (Shane Hansen)

Accept Agreed Order admonishing Respondent for failing to uphold the dignity and integrity of the teaching profession. The Board reminds Respondent that the principal of a school must create and foster an environment in which staff can work together effectively. The Board will tolerate no further incidents of misconduct by Respondent.

Respondent is not currently working in the education profession. Should Respondent decide to re-enter the profession at any point in the future, he must provide proof that he has completed six (6) hours of professional development/training in educational leadership, as approved by the Board.

Should Respondent violate this condition, his certificate shall be suspended until he provides proof of completion of the condition.

Vote: *Unanimous*

1212800 (Angela Hahn)

Accept Agreed Order admonishing Respondent for subjecting students to inappropriate contact and comments and disparagement. An educator has a duty to treat all students with dignity and respect. Respondent failed in this duty when she made inappropriate contact and comments to a student. The Board will tolerate no further acts of misconduct by Respondent.

Respondent shall provide written proof to the Board by January 1, 2014 that she has completed twelve (12) hours of Board-approved ethics training. Should Respondent violate this condition, her certificate she be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by Respondent.

Vote: *Unanimous*

1303173 (Holly Wampler)

Accept Agreed Order admonishing Respondent for neglect of duty. As an educator, Respondent has a duty to be cognizant of any misbehavior that is occurring in the classroom in which she is teaching. The Board will tolerate no further acts of misconduct by Respondent.

This agreement is expressly conditioned upon Respondent providing written proof to the Board, by May 1, 2014, that she has received six (6) hours of professional development/training in the area of classroom management,

to be approved by the Board. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to provide proof of this requirement, her certificate will be suspended and shall remain suspended until she provides proof that the condition has been met.

Vote: *Unanimous*

1211737 (Regina Thomas)

Accept Agreed Order which states that Respondent's certificate is expired. 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*

1112931 (Jess Meloche)

Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of six (6) months from the date upon which the Board approves this agreement. During the six (6) month suspension period, Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB by hand delivering or mailing to the following address: Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky, 40601.

Respondent is hereby admonished for using inappropriate and offensive language in the classroom. As an educator, Respondent has a duty to maintain the dignity and integrity of the profession and to refrain from subjecting students to embarrassment or disparagement. The Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel in the future by conducting himself in an appropriate and professional manner at all times.

Prior to accepting any teaching and/or administrative position in the Commonwealth of Kentucky, Respondent shall comply with the following:

1. Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall provide written evidence to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations. Any expense incurred for the assessment shall be paid by Respondent.
2. Respondent shall provide written proof to the Board that

he has successfully completed twelve (12) hours of training, as approved by the Board, in anger and/or conflict management. Any expense incurred for said training shall be paid by Respondent.

If Respondent fails to satisfy either of the above conditions prior to accepting any teaching and/or administrative position in the Commonwealth of Kentucky, Respondent's certificate shall be automatically suspended for a period of one (1) year. If applicable, at the conclusion of the one (1) year suspension, Respondent's certificate shall remain suspended until such time as all conditions are met.

From the date of acceptance of any teaching and/or administrative position in the Commonwealth of Kentucky, Respondent's certificate, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for a period of two (2) years:

1. For the entirety of the probationary period, Respondent shall immediately submit to any random drug testing that is requested by the Board and shall have no positive drug tests. Any expense for said testing shall be paid by the Respondent. Failure to comply with this condition will result in an automatic thirty (30) day suspension of Respondent's certificate. If applicable, at the conclusion of the thirty (30) day suspension, Respondent's certificate shall remain suspended until such time as this probationary condition is met.

2. For the entirety of the probationary period, 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 an automatic thirty (30) day suspension of Respondent's certificate.

3. For the entirety of the probationary period, Respondent shall submit current national and state criminal background reports to the Board with any application for renewal of his certification(s) and/or for additional certification(s). Any expense for the national and state criminal background reports 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 his behalf.

Respondent is aware that should he 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 (Ms. Schneider recused)*

1205271 (Henry Hall)

Accept Agreed Order retroactively revoking Respondent's certificate for a period of two (2) years beginning May 18, 2012. Respondent 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, Respondent shall immediately surrender the original and all copies of his certificate to the EPSB, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent hereby certifies that he is not presently "friends" on any social networking website with any student in any school district in which he is currently or has previously been employed. Examples of a "social networking website" include but are not necessarily limited to Facebook, MySpace, and Twitter.

In addition to any educational requirements, reinstatement of Respondent's certificate at the conclusion of the two (2) year suspension period is expressly conditioned upon Respondent providing written evidence that he has complied with the following:

1. Respondent shall provide written proof to the Board that he has been assessed by a state certified mental health counselor approved by the Board and is competent to fulfill his duties as an educator. Respondent shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide treatment records to the Board until he has been released from treatment by the counselor. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent.

2. Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of ethics training, as approved by the Board, which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Respondent.

3. Respondent shall provide the Board with at least two (2) letters of recommendation stating that Respondent is morally and ethically fit to hold a teaching certificate. Such letters of recommendation must be written by educators who hold valid Kentucky teaching certificates that are currently in good standing.

Should Respondent fail to satisfy the above conditions, Respondent's certificate shall not be reinstated.

Upon reinstatement of Respondent's certificate, and any future endorsements or new areas of certification,

Respondent shall be on permanent probation. During the first five (5) years of the permanent probationary period, Respondent shall comply with the following:

1. Respondent shall remain under the care of a certified mental health counselor, as approved by the Board, and shall provide the Board with annual written reports from such counselor certifying that he is following all recommended treatment, including taking all medications as prescribed. The annual written reports shall be due by July 1st of each year of the probationary term. Any expense incurred for the assessment, treatment and/or written reports shall be paid by Respondent. If Respondent fails to comply with the requirements of this paragraph on or before July 1st of each year of the probationary term, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent submits the required written report(s) to the Board.

2. On or before July 1st of each year of the probationary period, Respondent shall submit a letter certifying that during the previous school year he was not "friends" on any social networking website with any student in any school district in which he is currently or has previously been employed. Examples of a "social networking website" include but are not necessarily limited to Facebook, MySpace, and Twitter. Should Respondent fail to satisfy this requirement on or before July 1st of each year, Respondent's certificate shall be automatically suspended for one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

For the entirety of the probationary period, Respondent shall receive no disciplinary action involving teacher/student boundaries. "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 Respondent fail to satisfy this requirement, Respondent's certificate shall be automatically permanently revoked.

Respondent is aware that, should he violate KRS 161.120 at any time during the permanent probationary period, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1206369 (Robert McCoy) Accept Agreed Order admonishing Respondent for

inappropriate boundary crossing behavior. As an educator, Respondent shall take reasonable measures to protect the health, safety, and emotional well-being of students. His behavior made a student uncomfortable and that is unacceptable. Additionally, Respondent is a role model in the classroom and his actions not only impacted one student, but he modeled behavior for other impressionable students. Furthermore, an educator should ensure that his classroom is not a hostile learning environment and that students know are protected from unwanted attention by their peers and their educators. No further acts of misconduct by Respondent will be tolerated by Board. Additionally, Respondent's certificate is subject to the following probationary conditions for three (3) years from the date of acceptance of this order by the Board:

1. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of ethics, as approved by the Board, no later than January 1, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by January 1, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.
2. Respondent shall provide written proof that he has received professional development/training in the area of sexual harassment awareness training, as approved by the Board, no later than January 1, 2014. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by January 1, 2014, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.
3. Respondent shall provide written proof by the conclusion of the probationary period that he has completed fifteen (15) hours of community service for a non-profit agency not associated with his employing school district or related to his employment. If Respondent fails to satisfy this condition, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.
4. Respondent shall have no further disciplinary action involving boundary issues with students. "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 the tribunal and/or arbitration process. Should Respondent violate this condition, his certificate shall be automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.

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*

110288 (Roberta Conn)

Accept Agreed Order admonishing Respondent for neglect of duty and conduct unbecoming. As a certified educator in the Commonwealth of Kentucky, Respondent has a duty to provide students with professional education services in consonance with accepted best practice and has a duty to maintain the dignity and integrity of the teaching profession. In the future, Respondent shall take measures to ensure that all ARC meetings are held in accordance with the law and all special education documentation is completed in an accurate and timely manner. The Board will not tolerate any further incidents of misconduct from Respondent.

From the date the Board accepts this Agreed Order, Respondent's certificate, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for a period of eighteen (18) months:

1. On or before January 1, 2014, Respondent shall provide written proof to the Board that she has successfully completed a course, as approved by the Board, on Special Education Due Process Hearings. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
2. On or before July 1, 2014, Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of training or professional development, 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 satisfy this condition, Respondent's certificate, and any future

endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

3. For the entirety of the probationary period, Respondent shall provide the Board with semi-annual written progress reports from her supervisor. The reports shall be due by January 1st and July 1st of each year of the probationary term and shall state that Respondent is following all established ARC meeting protocols. If Respondent fails to comply with the requirements of this paragraph on or before January 1st and/or July 1st of each year of the probationary term, Respondent's certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent submits the required written report to the Board.

4. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving the failure to follow established ARC meeting protocols. "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 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 six (6) months. Respondent is aware that should she violate KRS 161.120, either during or following this eighteen (18) month period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: Unanimous

Motion made by Mr. Strong, seconded by Ms. Sinclair-Curry, to adjourn the meeting.

Vote: Unanimous

Meeting adjourned at 3:10 p.m.

Next Meeting:

September 16, 2013
9:00 AM
EPSB Board Room
Frankfort, Kentucky