

The actions delineated below were taken in open session of the EPSB at the March 4, 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
March 4, 2013**

Call to Order

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

Roll Call

The following Board members were present during the March 4, 2013, EPSB meeting: Brandy Beardsley, Bradley Bielski, Barbara Boyd, Ellen Blevins, John DeAtley, Terry Holliday, Allen Kennedy, Marie McMillen, Michael Ross, Sandy Sinclair-Curry, Anthony Strong, Tom Stull, Mark Wasicsko, and Cassandra Webb. Cathy Gunn, Zenaida Smith, and Lorraine Williams were absent.

Board's Mission Statement and Goals

Chair Webb reminded the Board of its mission and goals by reviewing them 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.

2013-012

Motion made by Mr. Brad Bielski, seconded by Mr. Mike Ross, to approve the following items on the consent agenda:

Approval of January 7, 2013 EPSB Minutes

Approval of Contracts

Supervisor of Instruction, Asbury University

Environmental Education P-12 Endorsement, Georgetown College

Biological Science, Grades 8-12; Chemistry, Grades 8-12; English, Grades 8-12; Mathematics, Grades 8-12; Social Studies, Grades 8-12 (Bachelor's Level), Spalding University

Vote: Unanimous

Dr. Kim Walters-Parker recognized representatives from the universities whose programs were approved.

Report of the Executive Director

Report from the Kentucky Department of Education

Commissioner Terry Holliday reported on recent events at KDE.

* KDE is developing a Professional Growth and Effectiveness System (PGES) that provides more meaningful information about the effectiveness of teachers and principals and can be used to inform professional development and improve practice. Kentucky received an ESEA waiver that requires the state develop, adopt, pilot, implement, and sustain a fair and rigorous evaluation and support system for teachers and leaders. Over the last two years a group has met to develop this system. Currently, KDE is working on legislation to be passed to implement the PGES system.

Report from the Council on Postsecondary Education

Mr. John DeAtley reported on recent events at CPE:

- * CPE has begun the tuition setting process which may be finalized in April.
- * Work has begun on the budget requests for FY 2015-16.
- * In early 2013, the Council, in cooperation with the Kentucky Association of Colleges for Teacher Education, solicited applications from public higher education institutions and P-12 school districts to develop, implement, and evaluate model clinical teacher preparation programs throughout the Commonwealth. This competition focused on partnerships between a public university and a middle school or high school in a large school district and a public university and a middle school or high school in a smaller school district. Seven proposals have been received and at least two proposals will be awarded at the April CPE meeting.

Legislative Update

Ms. Alicia Sneed updated the board on recent legislation. With only seven days left in the 30 day session, more than 670 bills were filed and one bill had been signed into law to allow for capital funding for public universities. Six board members need to be confirmed and will, more than likely, be confirmed at the end of the session.

Report of the Chair

Appointments

Committee to Ensure an Ethical Educator Workforce

Chair Cassandra Webb appointed Sara Green and Michelle Davis to the Committee to Ensure an Ethical Educator Workforce.

Kentucky Advisory Council for Internships

Chair Webb reappointed LuAnn Asbury and Megan Purcell to the Kentucky Advisory Council for Internships. She also appointed Billy Parker, Marie McMillen, and Jeff Castle to the committee.

Committee Reports

Board Retreat Committee

Board Retreat Chair Anthony Strong shared the draft retreat agenda to the Board. The retreat will be on Friday, April 26 through Saturday, April 27. Notification will be sent to Board members once a location has been determined.

Information/Discussion Item

Awarded Contracts

Ashley Abshire informed the board of recently modified KTIP and CTE KTIP contracts.

16 KAR 9:080. University-Based Alternative Certification Program, Notice of Intent

Dr. Kim Walters-Parker reviewed proposed changes to 16 KAR 9:080 with the Board. These changes would ensure that Option 6 programs provide the same or comparable preparation as other approved Kentucky preparation programs. Discussion ensued among the Board regarding the mentoring hours and whether 15 mentoring hours were enough. Dr. Walters-Parker is going to provide the Board with a listing of Kentucky's alternative route to certification programs and each institution's current practice regarding mentoring hours.

Action Items

Option 6 Policy Repeal

2013-013

Motion made by Ms. Marie McMillen, seconded by Dr. Mark Wasicsko, to repeal the policy for approval of alternative route to certification programs.

Vote: Unanimous

University of the Cumberlands: Operation of Option 6 Program

President Jim Taylor of the University of the Cumberlands informed the Board of the university's concerns of the EPSB's review of its Option 6 program.

2013-014

Motion made by Ms. McMillen, seconded by Ms. Ellen Blevins, to refer the matter to the Accreditation Audit Committee for further investigation.

Vote: Unanimous

KTIP Appeal

2013-015

Motion made by Mr. Ross, seconded by Ms. Brandy Beardsley, to accept the Appeals Committee recommendation that a procedural error by the intern committee makes 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. The Appeals Committee also recommends that the Resource Teacher and the principal attend KTIP training focusing on appropriate feedback.

Vote: Unanimous

Board Comments

Ms. Brandy Beardsley asked about speech language pathologists and the 200 hours of field experience in a school setting. Dr. Kim Walters-Parker requested that individuals with questions related to these hours should contact her. Mr. Mike Carr stated that most school language pathologists do not have a teaching certificate. A teaching certificate is not needed to be a school language pathologist in a school district.

Dr. Mark Wasicsko stated that he would like the Board to look at the impact of alternative route to certification programs in Kentucky. He also said that he would like the Board to examine if Specialty Professional Association (SPA) standards should be used and if the EPSB should eliminate the dual nature of its accreditation procedures by only using the NCATE/CAEP accreditation system. Mr. Brown stated that CAEP will be discussed at the spring retreat. The Board further discussed that while alternative route to certifications can only be eliminated by the legislature, the Board can advocate to eliminate these routes if it so chooses. EPSB staff will provide the Board with data on alternative route to certification programs, including the number and types of disciplinary actions taken on candidates in those programs.

DISCIPLINARY MATTERS: MINUTES OF CASE REVIEW March 4, 2013

Motion made by Mr. Anthony Strong, seconded by Ms. Sinclair-Curry, 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. Bradley Bielsky, seconded by Ms. Ellen Blevins, to return to open session.

Vote: *Unanimous*

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

Tom Stull, Allen Kennedy, Brad Bielsky, Barbara Boyd, Brandy Beardsley, Ellen Blevins, Cassandra Webb, Michael Ross, Anthony Strong, Marie McMillen, John DeAtley, Sandra Sinclair-Curry, and Mark Wasicsko.

Attorneys present were Alicia A. Sneed, Cassie Trueblood, Whitney Crowe, Gary Stephens, and Angela Evans.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1212785	Hear
1211733	Hear

1211719	Defer for training
1210606	Admonish
1210625	Admonish
1210612	Hear
1211699	Hear
1211760	Hear
1211707	Defer for training
1212783	Hear
1211665	Defer for training
1212795	Admonish (<i>Ms. Boyd recused</i>)
130112	Defer
1211735	Admonish
1211669	Hear
1211635	Hear (<i>Ms. Webb recused</i>)
1211674	Hear (<i>Ms. Bierdsley and Mr. Ross recused</i>)
1212775	Hear
1211739	Defer for training
1211741	Hear
1211701	Hear
1211686	Hear
1211764	Hear
130139	Hear
1211715	Hear
1211682	Hear
1211695	Hear
1211655	Hear
1208538	Hear
1211713	Hear
1211711	Hear
1211709	Hear
1211723	Admonish
1212789	Defer for training
1211680	Hear
1211653	Admonish
1210621	Admonish
1212773	Hear
1211729	Hear
1211684	Hear
1212802	Admonish
1211727	Hear
1210627	Hear
1208532	Hear
1211717	Admonish
1211762	Hear
1002128	Dismissed
1109759	Dismissed

1210619	Dismissed
1209550	Dismissed
1209548	Dismissed
1206318	Hear (<i>Mr. Strong recused</i>)
1205312	Hear (<i>Mr. Strong recused</i>)

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
134	Approve
121184	Approve
1329	Approve
1332	Approve
1337	Approve
1341	Deny
1342	Deny
1353	Deny
1352	Approve
1351	Deny
1373	Approve
1375	Deny
1379	Approve
1395	Deny
1399	Approve
13100	Approve
121164	Approve
13101	Approve
13109	Approve
13102	Approve
13113	Deny
13117	Approve
13128	Approve
13131	Approve
13132	Approve
13140	Deny
13141	Deny
13127	Approve
13139	Deny
13146	Approve
1393	Defer
1313	Deny
121262	Approve
1326	Approve
1361	Approve
1343	Approve

1390	Approve
1396	Approve
1388	Approve
13111	Approve
1354	Approve
113103	Approve
121269	Approve
13126	Approve
13136	Approve

Agreed Orders

<u>Case Number</u>	<u>Decision</u>
1203182 (Connie Williams)	<p>Accept Agreed Order suspending Respondent's certificate for a period of seven (7) days from December 13, 2011 through December 19, 2011. 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.</p> <p>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:</p> <ol style="list-style-type: none"> 1. By March 1, 2013, Respondent shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. After the initial assessment, Respondent shall continue to submit semiannual written progress reports, by January 1st and July 1st of each year, from her treatment provider stating that she is maintaining the counseling relationship and following all treatment recommendations until such time as the counselor releases her from treatment. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until Respondent provides the appropriate written proof to the Board. 2. By September 1, 2013, 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 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.

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

3. Respondent shall submit a copy of her 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, her certificate shall be automatically suspended until Respondent is in compliance.

Vote: *Unanimous (Ms. Blevins recused)*

CF12474 (Kristy Martin)Accept Agreed Order admonishing Respondent for engaging in dishonest conduct by falsifying an application for teacher certification. Regardless of whether the falsification is intentional or negligent, misrepresenting records of fact relating to one's qualifications or fitness violates the Professional Code of Ethics for Kentucky Certified School Personnel. The Board will not tolerate any further incidents of misconduct by Respondent.

Upon acceptance of this agreement by the Board, 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 has completed the following:

1. Respondent shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. Any expense for the assessment and written reports shall be paid by Respondent.

2. Respondent shall submit 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.

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

1. If Respondent's mental health counselor makes any treatment recommendations with her assessment, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her provider to the Board until such time as the provider releases her 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) other than minor traffic violations. 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 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.

Vote: *Unanimous*

1108621 (Rhonda Swann)Accept Agreed Order admonishing Respondent for using inappropriate physical force to control a student's behavior. The Board reminds Respondent that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Respondent should be more cognizant of appropriate physical boundaries when disciplining a student. The Board will not tolerate any further incidents of misconduct. By June 1, 2013, Respondent shall submit written proof to the Board that she has successfully 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, her certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board. By June 1, 2013, Respondent shall submit written proof to the Board that she has successfully completed six (6) hours of classroom management training, as approved by the

Board. 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 (Ms. Boyd recused)*

1110781 (Gretchen Turner) 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 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*

CF121195 (Ladetra Morgan) 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 she 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 she 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 she has completed a course on professional ethics training, 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 her counselor to the Board until such time as the counselor releases her 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, she 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 her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by 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.

Vote: *Unanimous*

1204226 (Darryl Tumbleson) Accept Agreed Order which states that prior to accepting a certified position in any school district in the Commonwealth of Kentucky, Respondent shall provide written proof to the Board that he has been assessed by a state certified mental health counselor, and is competent to fulfill his duties as an educator. Any expense for the assessment and written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate shall be automatically suspended until Respondent submits the required written documentation to the Board.

If Respondent's counselor makes any treatment recommendations with his assessment, Respondent shall comply with the treatment recommendations. Respondent shall submit semiannual written progress reports, by January 1st and July 1st of each year, from his treatment provider stating that he is maintaining the counseling relationship and following all treatment recommendations until such time as the counselor releases him from treatment. Any expense for the treatment and written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate number shall be

automatically suspended until Respondent submits the required written documentation to the Board.

Vote: *Unanimous*

1205300 (Monica Crowder) Accept Agreed Order admonishing Respondent for unprofessional interactions with students and colleagues.

The Board reminds Respondent that as a certified educator, she must treat each student with dignity and respect.

Respondent's professional responsibility also requires her to treat colleagues with dignity and respect in all circumstances. The Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel in the future.

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. By June 1, 2013, Respondent shall submit written proof to the Board that she has completed six (6) hours of anger management training, as approved by the Board. 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.
2. By September 1, 2013, 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 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.
3. 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. If Respondent fails to satisfy this condition, her 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.

Vote: *Unanimous (Ms. Blevins recused)*

1207399 (Bethany Garman) Accept Agreed Order which states that Respondent is hereby deemed ineligible to serve as a Resource Teacher in the Commonwealth of Kentucky. Upon written proof to the Board that she has re-enrolled in and successfully completed the Kentucky Teacher Internship Program Committee training, Respondent's eligibility as a Resource Teacher shall be reinstated.

Vote: *Unanimous (Mr. Ross recused)*

CF12168 (Derrick Mullins) Accept Agreed Order which states that 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; however, any teaching certificate issued to Respondent by the Board shall be subject to the following probationary condition for a period of two (2) years:
1. 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 Respondent. Failure to comply with this condition will result in Respondent' certificate being automatically suspended for further action by the Board.
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) involving drugs and/or alcohol. Failure to comply with this condition will result in Respondent' certificate being automatically permanently revoked.
2. 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, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

120129 (Kevin Cooper)

Accept Agreed Order suspending Respondent's certificate for a period of thirty (30) days from the date upon which the Board approves this agreement. During the thirty (30) day 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 his original certificate and all copies of his certificate to the Board by hand delivering or mailing to the following address:
Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky, 40601.

Respondent's certificate shall be subject to the following probationary conditions for a period of two (2) years from the date upon which Respondent accepts a certified position with any school district in Commonwealth of Kentucky:

1. Prior to or within one (1) year of accepting a certified position with any school district in Commonwealth of Kentucky, Respondent shall 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 Certified School Personnel. Any expense incurred for said training shall be paid by Respondent.
2. Prior to or within one (1) year of accepting a certified position with any school district in Commonwealth of Kentucky, Respondent shall provide written proof to the Board that he has successfully completed a course, as approved by the Board, in professionalism. Any expense incurred for said training shall be paid by Respondent.
3. For the entirety of the probationary period, Respondent shall provide the Board with biannual written progress reports from his employment supervisor. The biannual written reports shall be due by January 1st and July 1st of each year of the probationary period.
4. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving neglect of duty. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. By entering into this Agreed Order, Respondent agrees that should he fail to satisfy any of these conditions during the probationary period, his certificate shall be automatically suspended for a period of thirty (30) days. If applicable, at the conclusion of the thirty (30) day suspension,

Respondent's certificate shall remain suspended until such time as the probationary conditions are met.

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. Boyd recused)*

1203164 (Van Duncan)

Accept Agreed Order admonishing Respondent for making inappropriate and harassing remarks to students. Sexual jokes and innuendo constitute sexually related behavior, and the Professional Code of Ethics for Kentucky Certified School Personnel explicitly prohibits teachers from directing such remarks towards students. Further, Respondent is reminded that he must uphold the Code of Ethics while interacting with students through social networking websites and/or while using any other means of technology. The Board will not tolerate any further incidents of ethical misconduct by Respondent.

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.

Respondent's certificate, including any and all endorsements, is hereby subject to the following probationary conditions for a period of five (5) years from the date the Board accepts this Agreed Order:

1. On or before July 1, 2013, 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 and has successfully completed any and all treatment recommendations. If Respondent is not able to complete all treatment recommendations on or before July 1, 2013, he shall submit quarterly written progress reports from his chemical dependency counselor until such time as the counselor releases him from treatment. Any expense for the assessment, treatment and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required

assessment and provides the appropriate written proof to the Board.

2. On or before July 1, 2013, Respondent shall submit written proof to the Board that he has successfully completed a course, as approved by the Board, on sexual harassment awareness. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his 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. On or before January 1, 2014, Respondent shall submit 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. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his 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.

4. 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. If Respondent fails to comply with the terms of this paragraph, his certificate, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days. If applicable, at the conclusion of the thirty (30) day suspension, Respondent’s certificate shall remain suspended until Respondent is in compliance.

5. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving inappropriate relationships with students or conduct unbecoming a teacher from any school district in which he is employed. “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. If Respondent fails to satisfy this condition, his certificate,

and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

6. 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. If Respondent fails to satisfy this condition, his certificate, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

7. 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 five (5) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1202145 (Dana Adams)

Accept Agreed Order admonishing Respondent for engaging in inappropriate physical interactions with students. A teacher in the Commonwealth of Kentucky has a duty to protect the health, safety, and well-being of students and must remain aware of the line between appropriate and inappropriate physical interaction when disciplining students. The Board will not tolerate any further incidents of misconduct from Respondent.

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 or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel with an emphasis in effective disciplinary techniques. 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.

Upon issuance of any future certificate to Respondent, or on her behalf, Respondent's certificate shall be subject to a five (5) year probationary period. For the entirety of the probationary period, Respondent shall receive no disciplinary action. "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 she fail to satisfy this probationary term, her certificate shall be automatically suspended for further action by the Board.

Respondent is aware that should she violate KRS 161.120, either during or following this five (5) year probationary period, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1207403 (Erin Dehaven)

Accept Agreed Order which states that Respondent is hereby deemed ineligible to serve as a Resource Teacher in the Commonwealth of Kentucky. Upon written proof to the Board that she has re-enrolled in and successfully completed the Kentucky Teacher Internship Program Committee training, Respondent's eligibility as a Resource Teacher shall be reinstated.

Vote: *Unanimous*

1202123 (Darrell Coburn)

Accept Agreed Order revoking Respondent's certificate for a period of ten (10) years beginning January 1, 2012. Respondent shall 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.

Vote: *Unanimous (Mr. Ross recused)*

1010648 (Joanne Dix-Wisdom) Accept Agreed Order reminding Respondent that, as an educator, she has a duty to treat all students with dignity and respect. The Board also reminds Respondent that the Kentucky Code of Ethics requires that school personnel refrain from subjecting students to embarrassment or disparagement.

Vote: *Unanimous (Ms. Boyd recused)*

05-05104 (Michael Simmons) Accept Agreed Order which states that during the time of the incidents in question, Respondent was certified via an alternate route to certification. Respondent's Statement of Eligibility expired in 2009. Respondent has no plans to seek certification in the Commonwealth of Kentucky and agrees that he shall not seek teacher certification in the Commonwealth at any point in the future.

Vote: *Unanimous*

- 1203158 (John Young)
- Accept Agreed Order admonishing Respondent for breaching confidentiality. Certified educators in the Commonwealth are required to keep in confidence information acquired about colleagues in the course of employment, unless disclosure serves professional purposes or is required by law. As a principal, it is important that Respondent not discuss confidential matters involving one staff member with other members of the staff. As a leader in the school, you must model the appropriate ethical behavior for your teachers to ensure their compliance with ethical standards. The Board will not tolerate any further incidents of misconduct by Respondent.
- By September 1, 2013, Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional ethics training, with an emphasis on confidentiality, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
- By September 1, 2013, Respondent shall submit written proof to the Board that he has successfully completed six (6) hours of sexual harassment awareness training, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
- By September 1, 2013, Respondent shall submit written proof to the Board that he has successfully completed a course on how to deal with unacceptable employee behavior, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate

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

Vote: *Unanimous*

CF121154 (Desiree Mayfield) 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 she has met the academic and testing requirements necessary for issuance of a certificate.

Respondent has submitted proof that she has undergone a comprehensive alcohol/substance abuse assessment.

Respondent has submitted proof that she has completed a course on professional ethics training.

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

1. 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, she 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.

2. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by 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.

Vote: *Unanimous*

1111840 (Tim Rowbotham) Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. As a certified educator, Respondent must strive to uphold the responsibilities of his profession by maintaining a positive learning environment for all. He must treat each student with dignity and respect. The Board expects Respondent to uphold the Professional Code of Ethics.

By August 1, 2013, Respondent shall submit written proof

to the Board that he has completed twelve (12) hours of professional ethics training, with an emphasis on student/teacher boundaries, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

By August 1, 2013, Respondent shall submit written proof to the Board that he has successfully completed three (3) hours of sexual harassment awareness training, as approved by the Board. Any expense required for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1206340 (Johnette Brown) Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as an educator, she must set a good example for students in her care. Respondent's pattern of violating the traffic laws is a terrible example for students and reflects poorly on the teaching profession as a whole. The Board will tolerate no further acts of misconduct by Respondent.

Vote: *Unanimous*

1207468 (Christina Spalding) Accept Agreed Order suspending Respondent's certificate for a period of six (6) months beginning August 1, 2012. Upon the Board's acceptance of this Order, Respondent shall immediately deliver the original and all copies of her certificate, by mail or hand delivery, to the Education Professional Standard Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent has left the teaching profession. Should Respondent decide to return to the teaching profession, she must meet the following condition:

Prior to accepting a certified position, Respondent shall provide written proof to the Board that she has completed twelve (12) hours of Board-approved professional development/training in the area of ethics. Should Respondent violate this condition, her certificate shall be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by

Respondent.

Vote: *Unanimous*

- CF121200 (Shomari Moore) Accept Agreed Order 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 upon providing proof that he has complied with the following condition:
Prior to being issued any teaching and/or administrative certification in the Commonwealth of Kentucky, 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 for the assessment, treatment and/or written reports 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 current national and state criminal background checks to the Board with any application for renewal of his certification(s) and/or for additional certification(s). Any expense for the criminal background checks 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, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

- 1112914 (Sarah Jones) Accept Agreed Order revoking Respondent's certificate. Respondent shall immediately surrender the original and all copies of this certificate to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of

Kentucky for the remainder of her lifetime.

Vote: *Unanimous (Mr. Stull recused)*

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

Vote: *Unanimous*

Meeting adjourned at 12:45 p.m.

Next Meeting: May 13, 2013
9:00 AM
EPSB Board Room
Frankfort, Kentucky