

The actions delineated below were taken in open session of the EPSB at the May 16, 2011 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
May 16, 2011**

Call to Order

Chair Lorraine Williams called the meeting to order at approximately 9:00 a.m.

Swearing In of New Board Members

Secretary Ashley Abshire swore in new board members Bradley Bielski, Barbara Boyd, Ellen Blevins, Allen Kennedy, Marie McMillen, and R. Anthony Strong.

New Board Member Introductions

The new board members introduced themselves to the board.

Ms. Marie McMillen teaches 7th and 8th grade reading and language arts at South Marshall Middle School. This is her 24th year in education with 12 years as a special education teacher. She also serves on the steering committee for teacher effectiveness and hopes her experiences will help serve the board.

Ms. Ellen Blevins is in her 26th year in education with 21 years as a mathematics teacher. She is currently serving as both a curriculum specialist and mathematics teacher.

Dr. Bradley Bielski is the vice president for academic affairs at Thomas More College. He has a background in teaching physical chemistry at the college level and is active at the Northern Kentucky Education Council. He looks forward to serving on the board as a representative for independent Kentucky colleges.

Mr. Allen Kennedy is a board member for the Hancock County Board of Education. He retired after 38 years from Aleris International as an HR manager. Mr. Kennedy also serves on the board of directors for the Kentucky School Board Association.

Mr. R. Anthony Strong currently serves as the superintendent of the Campbell County Schools, but beginning July 1 he will become superintendent of the Pendleton County Schools. A native of Western Kentucky, Mr. Strong has spent 21 years in education, 10 years of which was as a high school agriculture teacher.

Ms. Barbara Boyd is a 4th grade teacher at Maupin Elementary School in Jefferson County. In addition to elementary, Ms. Boyd has also taught middle school and special education. A native of Louisville, she currently serves on the board of directors for Jefferson County Teachers Association and a standing committee with the Kentucky Education Association.

Roll Call

The following members were present during the May 16, 2011, EPSB meeting: Bradley Bielski, Barbara Boyd, Ellen Blevins, Michael Dailey, John DeAtley, Cathy Gunn, Allen Kennedy, Marie McMillen, Sandy Sinclair-Curry, Bobbie Stoess, R. Anthony Strong, Tom Stull, Mark Wasicsko, Cassandra Webb, and Lorraine Williams. Lynn May and Zenaida Smith were absent.

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

Chair Williams requested that board members identify any items on the consent agenda that they wished to discuss prior to taking final action. No items were identified.

2011-021

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

Consent Item A. Approval of March 7, 2011 EPSB Minutes

Consent Item B. Approval of Contracts

Consent Item C. University of Kentucky: Master of Education - Teacher Leader: Educational Leadership

Consent Item D. University of the Cumberland: Master of Arts in Education – Teacher Leader

Consent Item E. Lindsey Wilson College: Master of Education - Teacher as Leader

Consent Item F. Morehead State University: Education Specialist (Ed.S.) in Instructional Leadership - Principal Preparation Program, All Grades

Consent Item G. Northern Kentucky University: Education Specialist (Ed.S.) in Educational Leadership - Principal Preparation Program, All Grades

Vote: *Yes - 12*

Recuse – 3 (Cathy Gunn on Consent Item F, Sandy Sinclair-Curry on Consent Item E, Mark Wasicsko on Consent Item G)

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

Report of the Executive Director

Report from the Kentucky Department of Education

Mr. Michael Dailey reported on recent events at KDE:

*Kentucky's first year implementation response rate of 80% for the TELL Kentucky survey set a record. Interested parties may review the overall response rate and individual school and district response rates at www.tellkentucky.org. Results from the survey will be used to improve teaching and learning conditions around the state. Conclusions that can be derived from the data thus far indicate that the amount of time in the classroom is critical to instruction and professional development is key to transforming how we teach and learn.

* The teacher and principal steering committees are continuing their work to fulfill their charge to create a fair and equitable professional growth and evaluation system. The system must include a comprehensive/holistic approach including multiple measures. The initial step was to create a foundation rubric as the first component, and then prepare for field testing beginning fall of 2011. KDE is close to beginning a field testing process with volunteer districts.

Report from the Council on Postsecondary Education (CPE)

Mr. John DeAtley reported on recent events at CPE:

- * CPE will finish setting college tuition at its June meeting at Transylvania University.
- * Work has already begun on the 2012 – 2014 budget request which will hopefully include monies for Senate Bill 1 (SB1) implementation.
- * Staff has approved learning outcomes for general education so that general education courses should transfer from one Kentucky public university to another based on the learning outcomes. This will help students progress without having to retake similar courses when transferring to a different university. Adopting the learning outcomes will require a regulation change.
- * Year 10 of the Improving Educator Quality Grants will be released in May with a due date of September. The professional development will be focused on the Core Academic Standards and Senate Bill 1 initiatives.
- * 7 out of 8 information workshops around SB1 implementation have been hosted collaboratively across the state with the Kentucky Center for Mathematics, KACTE, the Collaborative Center for Literacy Development, and the P-20 Innovation College and Career Readiness Lab at the University of Kentucky.
- * Through an RFP process, three academies are being established to promote college readiness and success through the development and implementation of collaborative activities with public universities and KCTCS institutions, P-12 schools, adult education programs, and independent colleges and universities.

TC-4 Online Application

Dr. Rogers reported that the EPSB Division of Certification will begin piloting an online certification system for emergency substitute teachers in May. Human resource staff from Jefferson and Fayette counties will come to Frankfort on May 19 to meet with EPSB staff members who will create the new online process. This system will mandate that TC-4 (emergency substitute teacher) applicants create an account with the EPSB and work with districts to enter their applications on-line each year. It will ensure that each candidate is checked against the NASDTEC Clearinghouse, which holds information on previous teacher certification problems in other states.

Data Dashboard

The EPSB is working on a data dashboard for teacher preparation programs that will look at demographic information. This is a precursor to the reactivation of the Quality Performance Index.

Senate Bill 1 (SB1) Update

Ms. Linda Nickel, the EPSB project specialist for the P-20 data collaborative grant, and Dr. Pam Rogers, the SB 1 Initiative Coordinator for the Association of Independent Kentucky Colleges and Universities, gave an update to the board on the progress of the Senate Bill (SB) 1 implementation.

Report on Governor's Transforming Education in Kentucky (TEK) Task Force Recommendations

Ms. Linda Nickel gave a brief report on the TEK Task Force Recommendations. The presentation is posted on the EPSB website for districts and institutions to review. Mr. John DeAtley said some may not realize how closely KDE, CPE, and the EPSB work together on issues such as this. He also stated that Linda Nickel has been paramount to the P-20 data collaborative work.

Report of the Chair

Appointments to the Program and Accreditation Review Committee (PARC)

Chair Williams appointed Dr. Renee Campoy and Dr. Debbie Haydon to the PARC Committee.

Committee Reports

There were no committee reports.

Presentation

Morehead State University (MoSU) Residency Program with Rowan County Schools

Dr. Cathy Gunn introduced Rhonda Banks, principal at McBrayer Elementary; Erin Ashcraft, recent graduate of MoSU; and Kim Nettleton, Instructor Educator for MoSU, who gave an excellent presentation on the Morehead State University Residency Program with Rowan County Schools. The board gave very positive comments about the program. Dr. Gunn stated that the board could benefit from such presentations on a regular basis.

Information/Discussion Items

Awarded Contracts

Mr. Gary Freeland reported to the board on recently awarded contracts. Twenty Continuing Education Option (CEO) scorer contracts were renewed for a 12-month period in the amount of \$8,733.10 each (including fees and travel). Additionally, a contract was renewed for Linda Nickel, the P-20 data collaborative project specialist, for one year in the amount of \$36,667.05. STAR was awarded a one-year contract in the amount of \$47,000 to conduct a new teacher survey. Dr. Mark Wasicsko asked if the EPSB maintains records on CEO scorers for SACS eligibility purposes. Mr. Robert Brown said that the EPSB does have the CEO scorers' records.

New Regulation: University-Based Alternative Certification Programs for Teachers of World Languages, Notice of Intent

Mr. Mike Carr reported that after the January 2010 EPSB meeting, EPSB staff convened a World Language Program Group. This group has endorsed a new regulation for the development of new pathways to develop teachers of world languages to meet Kentucky's growing need in this area. The regulation is intended to provide guidance for IHEs in designing a flexible certification path to utilize the state's growing pool of well-educated candidates who can

demonstrate outstanding skills in a world language, but who do not hold academic degrees in a world language area. This proposed regulation will be brought before the board for possible final action in August.

16 KAR 2:040. Interdisciplinary Early Childhood Education (IECE), Birth to Primary, Notice of Intent

Ms. Alicia Sneed reported on amendments to 16 KAR 2:040. Previously, the board waived the testing provision contained in 16 KAR 2:040 while staff worked with the Education Testing Service (ETS) to develop an IECE test aligned with the Kentucky standards. That test has been adopted by the board. In order to ensure consistency in our regulations, staff is recommending that the reference to the required test and minimum passing score be removed from 16 KAR 2:040. Additional amendments to this regulation include several redundant and outdated provisions. This proposed regulation will be brought before the board for possible final action in August.

16 KAR 5:020. Standards for Admission to Educator Preparation, Notice of Intent

Dr. Kim Walters-Parker addressed the following proposed changes to 16 KAR 5:020:

1. Raise the minimum grade point average (GPA) for admission to a teacher preparation program from 2.5 to 2.75.
2. Require that prior to admission all candidates successfully demonstrate essential knowledge in the areas of mathematics, reading, and writing prior to admission.
3. Require that prior to admission to a teacher preparation program all candidates demonstrate an overall disposition essential to being an effective teacher in the areas of critical thinking, communication, creativity, and collaboration prior to admission to a teacher preparation program.
4. Stipulate that all teacher preparation programs submit an annual report and the particular information the report will provide.
5. Provide a date of September 1, 2012, for all amendments to this regulation to become effective.

Dr. Mark Wasicsko had a few questions and suggested the following changes regarding the proposed amendments:

- * Consider correlating the ACT with the pre-professional skills assessments skills test. Dr. Rogers stated that if this is considered, minimum scores in each subject area on the ACT should be determined as opposed to the composite score, to ensure no masked weaknesses in candidates.
- * On page 74, line 15 of the proposed amendment in the agenda book, it should include the wording “21st century skills” to read as follows, “Documentation that the candidate demonstrates an overall disposition and 21st century skills for the education profession, including:”
- * Rethink the requirement that a candidate shall not be permitted to accumulate more than three credit hours in required program courses prior to admission to the program. Three credit hours is too low.

Ms. Marie McMillen agreed. She suggested a candidate not be permitted to accumulate more than nine credit hours instead of the suggested three credit hours.

* On page. 78, line 3 of the agenda book, the language should be made parallel to the language on page 75, line 5.

Dr. Cathy Gunn asked if there could be an impact on the GPA when universities use a different grading scale. Dr. Rogers stated that to his knowledge most institutions use a 4.0 scale. Dr. Walters-Parker said she will look at the impact of different grading scales on letter grades awarded among institutions.

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Notice of Intent

Dr. Walters-Parker reported to the board proposed amendments to 16 KAR 5:040 that provide a comprehensive rewrite of 16 KAR 5:020, primarily addressing the following:

1. Require training for all cooperating teachers and clinical faculty serving as university supervisors.
2. Stipulate that all candidates shall complete a minimum of 200 hours of diverse and focused field experiences prior to student teaching.
3. Redefine and increase the amount of time a candidate must serve as a student teacher from a minimum of 12 weeks to a minimum of 70 days.
4. Provide that the student teacher is to be prepared to participate as a co-teacher in the assigned student teacher placement.
5. Detail the specific placement requirements and responsibilities for all student teachers.
6. Provide a date of September 1, 2012, for all amendments to this regulation to become effective.

Dr. Wasicsko questioned a proposed amendment on page 91 of the agenda book, beginning with line 13, which states, "At no time shall a student teacher have responsibility for the supervision or instruction of P-12 students without the direct supervision of a fully certified educator." He stated that the term *fully certified educator* may need to be changed to include emergency substitutes, etc. Dr. Walters-Parker stated that EPSB staff will clarify this language.

Update on Teacher Preparation Program Entrance Exam

Mr. Robert Brown reported that in January 2010, the Committee to Review Admissions and Clinical Experiences (CRACE) was established by the EPSB to explore best practices regarding admissions and clinical experiences for teacher candidates and to provide recommendations to the EPSB. After further discussion, the committee agreed that while the current entrance exams, such as Praxis I, do provide information on teacher candidates' basic skill levels, an assessment aligned to the Common Core State Standards would be a more appropriate measure for determining whether those entering teacher preparation programs have adequate skills in math and writing. In February 2011, EPSB staff posted a Request for Information (RFI) for a teacher preparation program entrance exam. After reviewing responses from the RFI, EPSB staff agreed information provided by the Educational Testing Service (ETS) warranted further discussion.

Nathan Estel with the Educational Testing Service (ETS) presented information to the EPSB on the revised entrance exam that ETS will soon be researching and developing.

During the presentation, Ms. Marie McMullen asked Mr. Estel why ETS does not have a higher requirement for reading on the information he provided. Mr. Estel explained that the entrance

exam is not designed for teachers whose content area will be reading. Candidates will take this test prior to admission into the program. Another test at the completion of coursework would capture a candidate's understanding of the content. Ms. McMillen stated that she believes that every teacher should be able to teach reading so the requirement should be higher for reading prior to admission into the program. Ms. Ellen Blevins stated that she agrees with Ms. McMillen's concerns. Mr. Estel stated that in February 2012, the National Advisory Council will begin discussions to make changes to the current entrance exam. Mr. Estel explained that as part of the process in revising the entrance exam, a committee will make decisions on what content from the college readiness standards should be assessed. Dr. Rogers suggested that Ms. McMillen would be an ideal person to serve on this committee. Ms. McMillen stated that she would be pleased to serve on a committee to help improve student learning.

Alignment of Kentucky Teacher Internship Program (KTIP) to Requirements of Senate Bill (SB) 1

Mr. Robert Brown reported that in October 2010, the EPSB appointed a committee to review all KTIP documents, ensuring the alignment with the revised academic content standards.

The following highlights recommended changes to the TPA handbook:

1. Incorporation of the language *Kentucky Core Academic Standards* within the tasks
2. Reconstruction of tasks to ensure emphasis on formative and summative assessments
3. Reconstruction of task questions focusing on an intern's ability to reflect on instructional practices
4. A more clearly defined process of organizing the TPA notebook
5. Additional examples within the guidelines created using the Kentucky Core Academic Standards. Removal of items that are no longer a part of Kentucky's curriculum documents, i.e. DOK
7. A more clearly defined relationship among the tasks in Components I and II to the Instructional Unit (Component III)

The following changes in the training documents are being implemented:

1. Emphasis placed on resource documents outlining the roles and responsibilities of each of the committee members
2. Additional resources added to the training module for committee members (all training documents are available on the EPSB Website)
3. Creation of a KTIP update training module to be used for all committee members through Live Meeting.
4. Stronger emphasis placed on the instructional unit and its alignment to the tasks completed earlier in the internship (Components I and II).

Ms. Lorraine Williams stated that she has been discussing with Mr. Brown the need for the KTIP committee to have a clear idea that KTIP interns are progressing in their ability to plan instructional units from KTIP cycle 1 to KTIP cycle 3. She said that this will be a critical piece with the revised academic content standards.

Action Items

Funding for KTIP in 2012

2011-022

Motion made by Dr. Cathy Gunn, seconded by Mr. Anthony Strong, to approve the recommended funding scenario that sets the resource teacher stipend to \$1,120 per intern based on \$28 per hour for 40 hours, the rate to be paid for institution services to \$263 per intern, and the maximum number of interns to be funded at 2,398.

Vote: *Unanimous*

Mr. Freeland reported to the board that this year the EPSB did receive federal subsidies for National Board in the amount of \$525,000 for Fiscal Year 2012. However, this will be the last time that the EPSB will receive federal subsidies. In the future, therefore, the EPSB may have to set limits on the number of candidates who can be reimbursed for their National Board Certification. This issue will need to be addressed during the next biennial budget.

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

2011-023

Motion made by Mr. John DeAtley, seconded by Ms. Bobbie Stoess, to approve the amendments to 16 KAR 2:010.

Vote: *Unanimous*

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

2011-024

Motion made by Mr. DeAtley, seconded by Ms. Stoess, to approve the amendments to 16 KAR 4:060.

Vote: *Unanimous*

Board Comments

Tom Stull thanked Marie McMillen and Bradley Bielski for agreeing to serve on the retreat committee. He said he will send an email through Ashley Abshire to board members and try to schedule a retreat in September. The committee is accepting agenda items so he asked the board members to send the committee topics and ideas.

DISCIPLINARY MATTERS: MINUTES OF CASE REVIEW May 16, 2011

Motion made by Mr. Anthony Strong, seconded by Dr. Cathy Gunn, 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 Dr. Gunn, 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:

Lorraine Williams, Cathy Gunn, Michael Dailey, John DeAtley, Bobbie Stoess, Cassandra Webb, Allen Kennedy, Barbara Boyd, Marie McMillen, Sandra Sinclair-Curry, Ellen Blevins, and Mark Wasicsko.

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

INITIAL CASE REVIEW

<u>Case Number</u>	<u>Decision</u>
1011671	Admonish
110280	Defer for proof
110261	Defer for proof
1103146	Defer for proof
1103142	Hear
1103101	Defer for proof
1012824	Admonish
110286	Admonish
1012832	Admonish
110278	Dismiss
110259	Defer for proof
110288	Hear
110125	Hear
1103105	Hear
1103119	Hear
1103154	Hear
1103111	Admonish
110263	Admonish
110119	Admonish
110131	Hear
110248	Admonish
1011798	Defer for proof
110265	Hear
1103144	Hear (<i>Ms. McMillen recused</i>)
1103107	Defer for proof
1012838	Defer for proof
110252	Defer for proof
110241	Hear
110274	Hear
1103140	Hear
1103123	Hear
1103125	Dismiss
1011792	Hear

1011677	Hear
1011794	Hear
110246	Hear
110129	Hear
110135	Admonish
110244	Hear
1103109	Hear
110137	Admonish
1103186	Dismiss
1103117	Hear
1103162	Hear
0608208	Dismiss
0707120	Dismiss
1006412	Dismiss
0707119	Dismiss
0806918	Dismiss
0707121	Dismiss
1010582	Dismiss
1007425	Dismiss
0612290	Dismiss
1005289	Dismiss
1009567	Dismiss
1002130	Dismiss
0911612	Dismiss

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
1135	Approve
11115	Approve
11121	Approve
11124	Approve
11132	Approve
11133	Approve
11134	Approve
11135	Approve
11136	Approve
11129	Approve
11130	Approve
11131	Approve
11151	Approve
11119	Approve
11154	Approve
11163	Approve
11165	Approve
11158	Approve

11171	Approve
11170	Approve
11183	Defer
11197	Approve
11196	Approve
11182	Approve
11209	Approve
11211	Approve
11207	Approve
11236	Approve
11167	Approve

Agreed Orders

Case Number

Decision

1005317 (Bryan Furches)

Accept Agreed Order suspending Respondent's certificate for a period of one (1) year beginning July 1, 2011. 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.

Prior to the reinstatement of Respondent's certificate at the conclusion of the suspension period, Respondent shall 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, who certifies that Respondent is competent and fit to fulfill his duties as an educator. Respondent shall also provide written proof that he has complied with any and all treatment recommendations proposed by the mental health counselor, if any. If not released from treatment prior to reinstatement, Respondent shall continue to provide written quarterly progress reports to the Board from his mental health counselor until he has been released from treatment by the counselor. Failure to provide the reports shall result in an automatic suspension of his certificate until the reports are received. Any expense required for the assessment, follow-up treatment and/or progress reports 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, with an emphasis on teacher/student boundaries, as approved by the Board. Any expense required for said

training shall be paid by Respondent.

3. Respondent shall submit written proof to the Board that he has completed a professional development/training course on a teacher's duty to report suspected child abuse and/or neglect under KRS 620.030, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Upon reinstatement of Respondent's certificate, including any future endorsements and/or new areas of certification, Respondent shall not receive any disciplinary action involving teacher/student boundaries or an inappropriate relationship with a student 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. If Respondent receives any disciplinary action involving teacher/student boundaries or an inappropriate relationship with a student, the Board shall automatically suspend Respondent's certificate during the tribunal and/or arbitration process. Additionally, if Respondent chooses not to appeal the disciplinary action or if the disciplinary action is upheld by either the tribunal and/or arbitration process, Respondent's certificate shall be automatically permanently revoked.

If Respondent is exonerated during the tribunal and/or arbitration process, his certificate shall be reinstated but the Board may initiate a disciplinary case based on the disciplinary action and pursue additional disciplinary action pursuant to KRS 161.120 and KRS Chapter 13B. 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 against his certificate.

Vote: *Unanimous*

06-05107 (Kimberly Fitzgerald) Accept Agreed Order dismissing Case number 06-05107 without prejudice.

Vote: *Unanimous*

08111144 (Kimberly Clark Fryman) Accept Agreed Order in which Respondent voluntarily surrenders her 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. Respondent shall surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

0903111 (Angela Taylor) Accept Agreed Order in which Respondent voluntarily surrenders her 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. Respondent shall surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

06-06157 (Rita Owens) Accept Agreed Order dismissing Case number 0606157 upon Respondent providing written proof to the Board that she has completed a Board-approved course in classroom management with an emphasis on appropriate classroom disciplinary techniques by January 1, 2012. Any expense incurred for the professional development shall be paid by Respondent.

Should Respondent fail to provide written proof to the Board by January 1, 2012 that she has completed the training requirement outlined above, her certificate will be automatically suspended until she has provided written proof to the Board that she has completed the training.

Vote: *Unanimous*

08101072 (Ronald Wakefield) Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. As an educator, Respondent has a duty to maintain the dignity and integrity of the profession and to refrain from committing any act that constitutes fraudulent, corrupt, dishonest, and/or immoral conduct. In the future, the Board expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel and will not tolerate any further incidents of misconduct.

All certificates currently issued to Respondent and any future certificate the Board issues to or on behalf of Respondent, shall be subject to the following probationary conditions.

1. On or before January 1, 2012, Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel as approved by the Board. Any expense required for said training shall be paid by the Respondent. Respondent agrees that should he fail to complete the required training on or before January 1, 2012, his

certificate shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

2. For a period of five (5) years from the date of acceptance of this order by the Board, any and all certificates issued to Respondent shall be automatically suspended for a period of one (1) year and a new disciplinary case shall be initiated that may result in additional sanctions shall if Respondent is convicted of or enters a guilty plea or a no contest plea to any crime other than minor traffic violations.

3. Respondent shall submit a state and federal criminal background records report to the Board with any application for renewal of his certificate or additional certification. Any expense for the state and federal criminal background records report shall be paid by Respondent. If Respondent fails to submit the required report, renewal of his certificate or the additional certification shall be denied.

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

Vote: *Unanimous*

06-08217 (Jennifer Head)

Accept Agreed Order retroactively suspending Respondent's certificate from August 12, 2008 to August 11, 2010. 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.

Upon acceptance of this order by the Board, any and all certificates issued to Respondent shall be subject to the following probationary conditions:

1. Respondent shall have no disciplinary action during any employment as a teacher involving use of alcohol or any controlled substance by any school district or educational licensing/certification agency in the United States. The parties agree that "disciplinary action" is defined as any admonishment, reprimand, suspension or termination issued by any school district or state agency and upheld after a due process hearing if requested by Respondent. If Respondent receives any disciplinary actions involving the use of alcohol or any controlled substance, any and all certificates issued to Respondent shall be automatically permanently revoked.

2. If Respondent is re-employed in a Kentucky public

school, she shall submit to random drug testing to be administered by a provider approved by the Board. Any expense for the drug test shall be paid by Respondent. If any drug test is positive for alcohol, any illegal substances, or byproducts of alcohol or any illegal substances, Respondent's certificate or certificates shall be automatically permanently revoked.

3. Respondent shall have no further criminal citations, arrests, charges, or convictions involving controlled substances. Respondent shall submit a state criminal background records report to the Board with any application to the Board for issuance or renewal of a certificate. If Respondent fails to submit the required report with her application, the certificate shall not be issued or renewed until the report is received by the Board. Any expense for the state criminal background records report shall be paid by Respondent. If Respondent is criminally cited, arrested, or charged for any crimes involving controlled substances, any and all certificates issued to Respondent shall be automatically suspended until the conclusion of the criminal matter. If Respondent is convicted for any crime involving a controlled substance, any and all certificates issued to Respondent shall be automatically permanently revoked.

Vote: *Unanimous*

1010601 (Christopher Murphy) Accept Agreed Order suspending Respondent's certificate for a period of forty five (45) days, from June 1, 2011 through July 16, 2011. Prior to or on June 1, 2011, Respondent shall surrender the original and all copies of his certificate, by hand delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd 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 two (2) years and subject to the following probationary conditions:

1. Respondent has submitted written proof to the Board that he has undergone a comprehensive alcohol/substance abuse assessment and has complied with all treatment recommendations;
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, by August 1, 2011. Any expense required for said training shall be paid by Respondent;
3. 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; and

4. 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 Kentucky State Police, 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

1010644 (Chester Phelps)

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

1003148 (Ashley Pfaff)

Accept Agreed Order revoking Respondent's certificate for a period of five (5) years from November 9, 2009. 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.

Prior to the re-issuance of any certificate to Respondent, or on her behalf, at the conclusion of the five (5) year revocation period, Respondent shall provide, at the time of application, in addition to proof of any educational requirements necessary for certification, written proof to the Board of 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 that she has successfully completed any and all treatment recommendations proposed by the chemical dependency counselor prior to the end of the revocation period. If Respondent is not able to complete all treatment recommendations by the end of the revocation period, she shall submit quarterly written progress reports from her chemical dependency counselor until such time as the counselor releases her from treatment. Any expense for the assessment, treatment and/or written reports shall be paid by Respondent;

2. Respondent shall submit to the Board a Kentucky State Police criminal records check indicating that she has received no criminal convictions involving the use and/or possession of any controlled substance or alcohol; and

3. Respondent shall provide written proof that she has been assessed by a state certified mental health counselor, as approved by the Board, who certifies that Respondent is competent and fit to fulfill her duties as an educator.

Respondent shall also provide written proof that she has complied with any and all treatment recommendations proposed by the mental health counselor. Respondent shall continue to provide written quarterly progress reports to the Board from her mental health counselor until she has been released from treatment by the counselor. Any expense required for the assessment, follow-up treatment and/or progress reports shall be paid by Respondent.

If Respondent fails to satisfy any of the above conditions, the Board shall not re-issue any teaching and/or administrator certificate to Respondent, or on her behalf.

Additionally, upon re-issuance, Respondent's teaching certificate shall be on probation from 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 not receive any drug tests 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; and

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 her current criminal

record, as prepared by the Kentucky State Police, by June 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 either of the above conditions, her 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*

1006414 (Jonathan Stella)

Accept Agreed Order suspending Respondent's certificate for a period of one (1) year from the day 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.

Respondent is currently not employed as an 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 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 all treatment recommendations proposed by the chemical dependency counselor (if any). 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, with an emphasis on drug abuse awareness and prevention, as approved by the Board. Any expense required for said training shall be paid by Respondent.

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

3. 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;
and

4. Respondent shall not be convicted of any crimes 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 Kentucky State Police, 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*

1009528 (Cary Busack)

Accept Agreed Order suspending Respondent's certificate for a period of five (5) days from June 13, 2011 through June 17, 2011. Prior to or on June 13, 2011, 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.

This settlement agreement is expressly conditioned upon the following:

1. By August 1, 2011, 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 she has successfully completed the assessment and all treatment recommendations proposed by the chemical dependency counselor. If Respondent is unable to complete all treatment recommendations prior to August 1, 2011, she shall submit quarterly written progress reports from her chemical dependency counselor until such time as the counselor releases her from treatment. If Respondent fails to submit the required progress report(s), her certificate shall be automatically suspended until Respondent submits the required written progress report to the Board. Any expense required for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. By August 1, 2011, Respondent shall provide 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.

Vote: *Unanimous*

1009515 (Charles Wilson)

Accept Agreed Order suspending Respondent's certificate for a period of ninety (90) days from November 22, 2010 through February 19, 2011. 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.

Upon Acceptance of this agreement by the Board, Respondent's certificate, including any future endorsements and/or new areas of certification, shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. Respondent shall submit to random drug and alcohol testing, and shall provide written proof to the Board that he has received no positive drug or alcohol tests during the probationary period. Any expense for the drug and alcohol testing shall be paid by Respondent. If any drug or alcohol test is positive for illegal substances or is in excess of therapeutic levels generally acceptable in the medical community, Respondent's certificate number shall be automatically suspended for a period of one (1) year and shall be subject to additional sanction by the Board pursuant to KRS 161.120.
2. Respondent shall submit written documentation by December 31st and June 30th of each year of the probationary period from his current treatment provider or Alcoholic Anonymous and/or Narcotics Anonymous sponsor indicating that he is controlling his addiction and is still seeking support and continued assistance. If Respondent fails to satisfy this condition, his certificate shall be automatically suspended until Respondent submits the required written documentation to the Board.
3. Respondent shall not be convicted of any crime involving the use or possession of any controlled substance or alcohol, including driving under the influence, during the probationary period. Respondent shall submit his current criminal record, as prepared by the Kentucky State Police, by August 1st of each year of the probationary period. Should Respondent violate this condition, his certificate shall be automatically suspended for a period of two (2) years and shall be subject to additional sanction by the

Board pursuant to KRS 161.120.

This settlement agreement is expressly conditioned upon the following:

1. Respondent has submitted written proof to the Board that he has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor.
2. Respondent has submitted written proof to the Board that he has completed twelve (12) hours of training in professional ethics.

Vote: *Unanimous*

1010624 (Gina Raley-Pena) 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 well-being of 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.

This settlement agreement is expressly conditioned upon the following:

1. By November 1, 2011, Respondent shall submit written proof to the Board that she has completed a professional development/training course regarding the duty to report dependency, neglect, or abuse in accordance with KRS 620.030, 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 November 1, 2011, Respondent shall provide 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.

Vote: *Unanimous*

1009521 (Ian Brewster) Accept Agreed Order admonishing Respondent for neglect of duty. The Board reminds Respondent that he has a duty to provide students with professional education services. Students who do not report to class fail to receive the education services they need and may be in need of

intervention services. Such instances must be reported to school officials. The Board will tolerate no further incidents of misconduct by Respondent.

On or before August 1, 2011, 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, his certificate shall be automatically suspended until he completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1005293 (Laurie Gray)

Accept Agreed suspending Respondent's certificate for a period six (6) months from August 1, 2010 through February 1, 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.

This settlement agreement is expressly conditioned upon the following:

1. By July 1, 2011, Respondent shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, approved by the Board, who certifies that Respondent is competent and fit to fulfill her duties as an educator. Respondent shall also provide written proof that she has complied with any and all treatment recommendations proposed by the mental health counselor, if any. Any expense required for the assessment and/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 August 1, 2011, Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development/training in the area of ethics and teacher/student boundaries, 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*

08091026 (Donald Mobelini) Accept Agreed Order admonishing Respondent as follows:

The teachers and administrators are charged with protecting the health, welfare and safety of students. Respondent shall take the utmost precautions to ensure minors under his supervision do not access alcohol. The Board will not tolerate any future lapses in supervision regarding student access to alcohol by Mobelini. In addition, Mobelini attended twelve hours of training in the area of legal liability for school districts and twelve hours of professional development in the area of the dangers of alcohol use by teenagers. These training hours will satisfy the requirements that he seek training in these areas. Mobelini has supplied his certificate of completion which is attached to the Agreed Order that he has complied with these training requirements.

Vote: *Unanimous (Ms. McMillen dissented)*

070468 (Lebaron Pettaway) Accept Agreed Order which states that, prior to returning to any teaching position that requires certification, Respondent shall first submit written proof to the Board that he has successfully completed six hours of training, approved by the Board and at his own expense, in effective classroom management and discipline techniques. Should Respondent fail to do so, his certificate shall be suspended until the condition is met and subject to additional sanction for violation of this Order.

Vote: *Unanimous*

0912683 (Heather Respondentes) Accept Agreed Order in which the Board hereby orders Respondent to provide written proof to the Board that she has successfully completed twelve (12) hours of Board-approved training in professional ethics, with an emphasis on a teacher's duty to report under KRS 620.030. Any expense required for said training shall be paid by Respondent.

Respondent agrees that should she fail to complete the required training on or before January 1, 2012, her certificate shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

10018 (Pascal Bailey) Accept Agreed Order in which the Board reminds Respondent that the Professional Code of Ethics for Kentucky Certified School Personnel requires teachers to treat each student with dignity and respect as well as to uphold the responsibilities of the profession by maintaining a positive learning environment at all times. The Board

expects Respondent to uphold the Professional Code of Ethics for Kentucky Certified School Personnel in the future.

On or before January 1, 2012, Respondent shall provide written proof to the Board that she has successfully completed nine (9) hours of professional development/training, as approved by the Board, in professionalism and teacher ethics. Any expense for this professional development/training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until this condition is met.

Vote: *Unanimous*

1009495 (William Cox)

Accept Agreed Order in which Respondent agrees neither to apply for nor accept certified employment at any school district in the Commonwealth of Kentucky at any time in the future.

Should Respondent fail to satisfy this condition, his certificate shall be automatically suspended for a period of one (1) year, and the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1005315 (Jamie Simms)

Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, retroactively for a period of one (1) year beginning July 1, 2010. 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 her certificate to the EPSB, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Prior to or within one year of accepting employment in any school district in the Commonwealth of Kentucky, Respondent shall provide written proof to the Board that she 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. Failure to comply with this requirement shall result in an automatic suspension of Respondent's certificate and said certificate shall remain suspended until Respondent is in compliance.

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

on probation for a period of five (5) years. 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. By entering into this Agreed Order, Respondent agrees that should she fail to satisfy the terms of the probation, her certificate 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 five (5) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1009491 (John Dempsey)

Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, is retroactively for five (5) days beginning August 16, 2010 and running through August 20, 2010. 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 is hereby admonished for directing inappropriate, derogatory, and threatening language towards a student. 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.

On or before July 1, 2011, 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 he 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. Respondent agrees that should he fail to complete the required assessment on or before July 1, 2011, his certificate shall be automatically suspended until such assessment is completed and the appropriate written proof is provided to the Board.

On or before January 1, 2012, Respondent shall provide written proof to the Board that he has received twelve (12)

hours of professional development or training, as approved by the Board, in teacher ethics. Any expense incurred for said training shall be paid by Respondent. Respondent agrees that should he fail to complete the required training on or before January 1, 2012, his certificate shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

100116 (Jonathan Livingood) Accept Agreed Order admonishing Respondent for reacting to a student in an inappropriately confrontational manner. A teacher in the Commonwealth of Kentucky has a duty to protect the health and safety of students, and must remain aware of the line between appropriate and inappropriate physical interaction when disciplining a student. The Board reminds Respondent that as an educator, he has a duty to maintain the dignity and integrity of the profession and to set a positive example for his students. The Board recognizes that students will misbehave and disrupt classrooms; however, certified teachers are expected to handle these situations rationally and judiciously, and to always react in a professional manner. The Board will not tolerate any further incidents of misconduct from Respondent.

This settlement agreement is expressly conditioned upon the following:

1. Respondent has submitted written proof to the Board that he has completed anger management treatment.
2. Respondent has submitted written proof to the Board that he has completed the safe crisis management initial training course.
3. Respondent has submitted written proof to the Board that he has completed twelve (12) hours of training in professional ethics.

Vote: *Unanimous*

1004230 (Sarah Villarreal) Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders her teaching certificate and agrees to neither apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Respondent shall surrender the original Certificate and all copies to EPSB, by hand delivery or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky, 40601.

Vote: *Unanimous*

- 0911575 (Wendy Worth) Accept Agreed Order admonishing Respondent for neglect of duty and for failing to take reasonable measures to protect the health, safety, and emotional well-being of students. As an educator, Respondent must ensure that her students are appropriately supervised at all times and are never placed in a potentially unsafe environment. The Board will not tolerate any further incidents of misconduct from Respondent.
- On or before January 1, 2012, Respondent shall provide written proof to the Board that she has received twelve (12) hours of professional development or training in ethics as approved by the Board. Any expense incurred for said training shall be paid by Respondent.
- Respondent agrees that should she fail to complete the required training on or before January 1, 2012, her certificate shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.
- Vote:** *Unanimous*
- 1004246 (Mitchell Flowers) Accept Agreed Order admonishing Respondent for failing to ensure that the personal leave he took on November 19-20, 2009 was accurately reported.
- This agreed order is expressly conditioned upon the following:
- By August 1, 2011, Respondent shall provide written proof that he has completed six (6) hours of professional development/training in the area of ethics, at no expense to the Board.
- Should Flowers fail to satisfy this condition, his certificate shall be suspended and will remain so until the condition has been met.
- Vote:** *Unanimous*
- 1009565 (Alesia Floyd) Accept Agreed Order suspending Respondent's certificate for five (5) days beginning May 3, 2010 and ending May 7, 2010. Respondent shall immediately surrender the original and all copies of her certificate to the EPSB, by delivery or mail, to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.
- Additionally, Respondent shall provide to the Board, on or before January 1, 2012, written proof that she has completed six (6) hours of Board-approved training in classroom management. Any expense for this training shall be paid by Respondent.

Should Respondent fail to provide proof of this training requirement, her certificate shall be suspended and will remain so until she has provided proof of the training.

Vote: *Unanimous*

0911596 (Roberta Walter)

Accept Agreed Order in which Respondent voluntarily surrenders her certificate. Respondent agrees to neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Respondent shall surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

CF 10843 (Anne Hughes)

Accept Agreed Order which states that Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate; however any and all certificates issued to Respondent by the Board shall be subject to the following probationary conditions:

1. Respondent shall have no further criminal convictions.

If Respondent is convicted for any crime other than a minor traffic violation, any and all certificates issued to Respondent shall be automatically permanently revoked.

2. On or before January 1, 2012, Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel as approved by the Board. Any expense required for said training shall be paid by the Respondent.

Respondent agrees that should she fail to complete the required training on or before January 1, 2012, any and all certificates issued to her shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

3. Respondent shall submit a state and federal background records report to the Board with any application for renewal of a certificate or additional certification. Any expense for the state and federal criminal background records report shall be paid by Respondent. If Respondent fails to submit the required report with her application for renewal or additional certification, renewal of her certificate or the additional certification shall be denied.

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

Vote: *Unanimous*

1010626 (Robert Schooley) Accept Agree Order retroactively suspending Respondent's Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 beginning on October 1, 2010 and running through June 30, 2011. 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. On or before July 1, 2012, Respondent shall submit written proof to the Board that he has successfully completed twelve (12) hours of evaluation training, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. Respondent agrees that should he fail to complete the required training on or before July 1, 2012, Respondent's Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board. If the Kentucky Principal Internship Program (hereinafter "KPIP") is funded and administered by the Board at the time Respondent accepts any future employment as a Principal or Assistant Principal of any school in any school district in the Commonwealth of Kentucky, Respondent shall enroll as an intern in KPIP and shall successfully complete the program in order to maintain his Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2. If KPIP is not funded and administered by the Board, prior to accepting employment as a Principal or Assistant Principal of any school in any school district in the Commonwealth of Kentucky, Respondent shall submit to the Board for approval a principal mentoring plan based upon KPIP as set forth in 16 KAR 7:020. Respondent shall also submit, along with the principal mentoring plan, a written agreement signed by the superintendent of the employing school district that states the district will supply Respondent with a principal mentor and will ensure that Respondent's principal mentoring plan is enacted. Upon completion, Respondent shall submit to the Board confirmation from the employing school district that Respondent complied with the principal mentoring plan. Any expense incurred for the principal mentoring plan,

agreement, and/or proof of compliance shall be paid by Respondent.

Respondent agrees that should he fail to enroll in KPIP, if it is funded and administered by the Board, or should he fail to submit to the Board for approval the required principal mentoring plan and signed agreement from the employing school district prior to accepting employment and/or the required proof of compliance upon completion, Respondent's Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 shall be automatically suspended for further action by the Board.

Vote: *Unanimous*

1008451 (Jonathan Bretz)

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 to the EPSB, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

100140 (Erica Cooper)

Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of eighteen (18) months, retroactively to November 2, 2009. During the eighteen (18) month suspension period, Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky. Respondent shall surrender the original Certificate and all copies to the EPSB, by hand delivery or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any educational requirements, reinstatement of Respondent's certificate at the conclusion of the eighteen (18) month suspension period is expressly conditioned upon 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 present written evidence to the Board that she 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.

2. Respondent shall provide written proof to the Board that she is currently in compliance with all court orders related

to Fayette District Court Case Nos. 09-M-11913 & 09-M-12221. Any expense for the written documentation shall be paid by Respondent.

Should Respondent fail to satisfy any of these requirements, her certificate shall not be reinstated at the conclusion of the suspension period.

Prior to or within one (1) year of reinstatement of Respondent's certificate, Respondent shall provide written proof to the Board that she has successfully completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel as approved by the Board. Any expense required for said training shall be paid by Respondent. Should Respondent fail to satisfy this requirement prior to or within one year of reinstatement, her certificate shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

Following the eighteen (18) month suspension period, Respondent's certificate, and any future endorsements or new areas of certification, shall be subject to a permanent probation.

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

1. Respondent shall continue to comply with all court orders related to Fayette District Court Case Nos. 09-M-11913 & 09-M-12221.
2. 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.

For the entirety of the permanent probationary period, Respondent shall comply with the following:

1. Respondent shall remain under the care of a state certified mental health counselor and shall provide the Board with annual written reports from such counselor certifying that she is maintaining the counseling relationship and following all recommended treatment. Any expense for the assessment, treatment and/or written reports shall be paid by Respondent.
2. Respondent shall neither be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations.
3. In addition to the standard requirements of the application process, Respondent shall supply the Board with a current national and state criminal background check

with all applications for teaching and/or administrative certificates in the Commonwealth of Kentucky submitted at any time in the future. Any expense for the criminal background checks shall be paid by the Respondent. By entering into this Agreed Order, Respondent agrees that should she fail to satisfy any of the conditions either during the initial five (5) year period or during the entirety of the probation, her certificate shall be automatically suspended for further action by the Board.

Vote: *Unanimous*

1008457 (Jeff Silvers)

Accept Agreed Order suspending Respondent's certificate for ten (10) days beginning July 2, 2011 and running through July 11, 2011. 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 is hereby admonished for conduct unbecoming a teacher. The Professional Code of Ethics for Kentucky Certified School Personnel requires Respondent to exemplify behaviors which maintain the dignity and integrity of the profession. The Board reminds Respondent that he has an ethical duty to treat colleagues with respect and to maintain a high level of professionalism at all times. The Board will not tolerate any further incidents of misconduct from Respondent.

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

1. On or before January 1, 2012, 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 the Respondent.

2. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving conduct unbecoming and/or sexual harassment. "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.

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*

1009551 (Daniel Sigmon)

Accept Agreed Order admonishing Respondent for making inappropriate and harassing remarks to students and for subjecting students to embarrassment. 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. The Board will not tolerate any further incidents of ethical misconduct by Respondent.

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 January 1, 2012, 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 the Respondent.

2. On or before January 1, 2012, 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.

3. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving conduct unbecoming and/or sexual harassment. "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.

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

Vote: *Unanimous*

1009497 (Melinda King)

Accept Agreed Order admonishing Respondent for engaging in inappropriate physical interactions with students. As an educator, Respondent has a duty to protect the health, safety, and emotional well-being of students and must remain aware of the line between appropriate and inappropriate physical interaction with a student. Further, a teacher in the Commonwealth of Kentucky has a duty to maintain the dignity and integrity of the profession and to refrain from subjecting students to embarrassment or 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, 2012, Respondent shall provide written proof to the Board that she has received twelve (12) hours of professional development or training, as approved by the Board, in the areas of classroom management and effective discipline techniques. Any expense incurred for said training shall be paid by Respondent.

On or before July 1, 2012, Respondent shall provide written proof to the Board that she has successfully completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel as approved by the Board. Any expense incurred for said training shall be paid by Respondent.

Respondent agrees that should she fail to complete the required training on or before July 1, 2012, her certificate shall be automatically suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

1010612 (Jess Meloche)

Accept Agreed Order suspending Respondent's certificate for a period of forty-five (45) days beginning June 15, 2011 and running through July 29, 2011. During the forty-five (45) 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 the original and all copies of his certificate to the EPSB, by hand delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

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

On or before January 1, 2012, Respondent shall provide written proof to the Board that he 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, his certificate automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

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

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 an automatic thirty (30) day suspension of Respondent's certificate.

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, 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*

1011760 (Angela Bernardi)

Respondent is hereby admonished for exhibiting a lack of professional judgment in her interactions with colleagues. As a certified educator in the Commonwealth of Kentucky,

Respondent must strive to uphold dignity and integrity of the teaching profession by maintaining a positive learning environment at all times. The conflict resolution tactics utilized by Respondent were entirely unprofessional and set a poor example for her students. The Board will not tolerate any further incidents of misconduct by Respondent. On or before August 1, 2011, 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. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. If Respondent fails to comply with the requirements of this paragraph on or before August 1, 2011, her 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 August 1, 2011, 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. If Respondent fails to comply with the requirements of this paragraph on or before August 1, 2011, her 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, 2012, 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, which shall contain a component in student confidentiality. 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, 2012, her 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*

1011744 (Luann Bryant)

Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of forty five (45) days, with credit for the twenty five (25) day suspension she received at the local level. The remaining twenty (20) day suspension period shall be served beginning June 11, 2011. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. Upon reinstatement after the forty five (45) day suspension period, 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. By December 31, 2011, 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 present written evidence to the Board that she 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 by December 31, 2011, she shall submit quarterly written progress reports from her chemical dependency counselor until such time as the counselor releases her from treatments. If Respondent has not successfully completed all treatment recommendations by the end of the two (2) year probationary period, Respondent agrees that the probationary period shall be extended and she shall submit quarterly written progress reports from the chemical dependency counselor to the Board until such time as the counselor releases her from treatment. Any expense for the assessment, treatment and/or reports shall be paid by Respondent.

2. By December 31, 2011, Respondent shall provide written proof to the Board that she has received twelve (12) hours of professional development/training in ethics as approved by the Board. Any expense for this professional development/training in ethics shall be paid by Respondent.

3. Respondent shall be subject to random drug testing and shall have no positive drug tests during the two (2) year probationary period.

By entering into this Agreed Order, Respondent agrees that should she fail to satisfy any of these conditions, her certificate shall be automatically suspended for a period of six (6) months. If applicable, at the conclusion of the six (6) month suspension, her certificate shall remain suspended until such time as all of the above conditions are met.

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

Vote: *Unanimous*

1011790 (Carlo Ellard)

Accept Agreed Order which states that, on or before September 1, 2011, Respondent shall submit written proof to the Board that he has completed six (6) hours of professional development/training in the area of risk management, 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 he completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1009517 (Frank Cameron)

Accept Agreed Order which states that Respondent is retired and has no plans to return to the classroom. Respondent shall neither apply for, nor accept a position that requires certification in the Commonwealth of Kentucky at any time in the future. Should Respondent fail to satisfy this condition, his certificate shall be automatically permanently revoked.

Vote: *Unanimous*

1005322 (Robert Hawkins)

Accept Agreed Order suspending Respondent's certificate from September 1, 2010 until October 15, 2010. 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.

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

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

training, as approved by the Board, by July 1, 2012. Any expense required for said training shall be paid by Respondent;

2. 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; and

3. 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 Kentucky State Police, 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*

1008476 (Jonathan Boggs) 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*

1009489 (Kenneth Bradley) Accept Agreed Order suspending Respondent's certificate for a period of thirty (30) days from June 15, 2011 to July 15, 2011. On or before June 15, 2011, 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. Respondent is hereby admonished for conduct unbecoming a teacher. The Professional Code of Ethics for Kentucky Certified School Personnel requires Respondent to exemplify behaviors which maintain the dignity and integrity of the profession. The Board reminds Respondent that he has an ethical duty to treat colleagues with respect and to maintain a high level of professionalism at all times.

The Board will not tolerate any further incidents of misconduct from Respondent.

Upon acceptance of this agreement by the Board, Respondent's certificate number shall be on probation for a period of four (4) years and subject to the following probationary conditions:

1. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional ethics training, as approved by the Board, by September 1, 2011. 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.
2. On or before January 1st of each year of the probationary period, Respondent shall provide written proof to the Board that he has successfully completed a course, as approved by the Board, on sexual harassment awareness in the workplace. 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.
3. During the probationary period, Respondent shall not receive any disciplinary action involving sexual harassment 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, including any appeal there from. If Respondent fails to satisfy this condition, 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*

1009544 (William Dyk)

Accept Agreed Order suspending Respondent's certificate for a period of thirty (30) days from June 6, 2011 through July 6, 2011. Prior to or on June 6, 2011, 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.

This settlement agreement is expressly conditioned upon the following:

1. By August 1, 2011, 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 all treatment recommendations proposed by the chemical dependency counselor. If Respondent is unable to complete all treatment recommendations prior to August 1, 2011, he shall submit quarterly written progress reports from his chemical dependency counselor until such time as the counselor releases him from treatment. If Respondent fails to submit the required progress report(s), his certificate shall be automatically suspended until Respondent submits the required written progress report to the Board. Any expense required for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. By August 1, 2011, Respondent shall provide 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, his certificate shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

0903127 (Paul Cline)

Accept Agreed Order admonishing Respondent for using inappropriate language with students. As a certified teaching professional, it is Respondent's duty to consistently maintain a positive and respectful learning environment for each and every student.

This agreement is conditioned upon Respondent providing written proof to the Board that he has completed three hours of professional development/training in classroom management and/or working with diverse student populations, approved by the Board and at his own expense, by August 1, 2011. Should Respondent fail to satisfy this condition, his certificate shall be suspended until this condition is met.

Vote: *Unanimous*

0804814 (Christopher Hadley) Accept Agreed Order admonishing Respondent for failing to disclose his misdemeanor conviction on his certification application. He is further admonished for the conduct that led to his conviction for Criminal Trespassing. The Board reminds Respondent that as a teaching professional, he is a

role model for both his students and his community and must strive to uphold the dignity and integrity of his profession at all times.

For Respondent's lifetime, upon submission of any application in Kentucky for certification, renewal, or rank change, Respondent shall not only report the convictions addressed in this agreement, but also submit criminal record/background checks, at his own expense, from both Kentucky and Indiana showing no additional convictions. Should Respondent fail to satisfy this condition, the Board shall not issue any certificate, renewal, or rank change, to Respondent or on Respondent's behalf.

Vote: *Unanimous*

0804804 (Jeffrey Burke)

Accept Agreed Order suspending Respondent's certificate is suspended for a period of two years beginning May 1, 2008. Respondent shall surrender the original and all copies of this certificate immediately, by first class mail or personal delivery to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Reinstatement of Respondent's certificate is conditioned upon Respondent providing written proof to the Board that he has complied with a comprehensive substance abuse evaluation by a chemical dependency counselor, licensed and/or certified in Kentucky and approved by the Board, and has successfully completed any and all treatment recommendations. Any expense for this evaluation and treatment is to be paid by Respondent. If Respondent fails to satisfy this condition, the Division of Certification shall not reinstate this certificate until the condition is met. Upon reinstatement, Respondent's certificate shall be subject to the following conditions for the life of the certificate.

1. In accordance with KRS 161.175, Respondent shall submit to random drug testing to be administered by a provider approved by the Board. Any expense for the drug test shall be paid by Respondent. If any drug test is positive for any illegal substances or byproducts of illegal substances, Respondent's certificate shall be automatically suspended for two years and the Board may pursue additional disciplinary sanctions.

2. Respondent shall not be convicted of any crime, misdemeanor or felony, that involves Respondent's use or possession of any illegal controlled substance. Should Respondent violate this condition, his certificate shall be automatically suspended for two years and the Board may

pursue additional disciplinary sanctions.

Vote: *Unanimous*

0912633 (Holly Alred)

Accept Agreed Order Which states that Respondent shall provide proof to the Board that she has completed twelve (12) clock hours of professional development/training in appropriate educator ethics with an emphasis in recognizing and preventing student-on-student harassment or bullying by June 30, 2012. Any expense incurred for said training shall be paid by Respondent.

Respondent agrees that should she fail to satisfy the above conditions, her certificate shall be automatically suspended until she provides written proof to the Board that she has completed the conditions.

Vote: *Unanimous*

1009513 (Steven Sharpe)

Accept Agreed Order retroactively suspending Respondent's certificate for eight (8) months beginning August 12, 2010 and running through April 12, 2011. 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.

From the date the Board accepts this Agreed Order, Respondent's certificate, and any future endorsements or new areas of certification, shall be on probation for a period of eighteen (18) months.

1. On or before July 1, 2012, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours 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 comply with the requirements of this paragraph on or before July 1, 2012, his certificate, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent submits the required written proof to the Board.

2. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving conduct unbecoming a teacher. "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. Failure to comply with this condition will result in an automatic one (1) year suspension of Respondent's certificate.

Respondent is aware that should he 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*

1012840 (Amy Ligons)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is not only dangerous; it is also a horrible example to set for students. The Board will tolerate no further incidents of misconduct by Respondent. On or before August 1, 2011, 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 and successfully completed any and all treatment recommendations proposed by the chemical dependency counselor. Respondent shall also submit quarterly written progress reports from her chemical dependency counselor until such time as the counselor releases her from treatment. Any expense for the assessment, treatment and/or written reports shall be paid by Respondent.

If Respondent fails to satisfy this requirement, her certificate shall be automatically suspended until the Board receives written evidence that the requirement has been satisfied.

Vote: *Unanimous*

Recommended Orders

Case Number

Decision

07112289 (Patricia Buhl)

Accept the Hearing Officer's Findings of Fact, Conclusions of Law, and Recommended Order and Permanently Revoke Respondent's certificate.

Vote: *Unanimous*

0411132 (Jeff Sinclair)

Accept the Hearing Officer's Findings of Fact, Conclusions

of Law, and Recommended Order and Permanently Revoke Respondent's certificate.

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

Motion made by Ms. Stoess, seconded by Ms. Sandy Sinclair-Curry, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 4:00 p.m.

Next Meeting: August 1, 2011
 9:00 AM
 EPSB Board Room
 Frankfort, Kentucky