

The actions delineated below were taken in open session of the EPSB at the January 11, 2010 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
January 11, 2010**

Call to Order

Chair Lorraine Williams called the meeting to order at approximately 9:05 a.m.

Swearing-In and Introduction of New Board Member

Notary Public Ashley Abshire swore in the EPSB's newest board member, Cassandra Webb, who introduced herself to the board. From Lawrence County Schools, Ms. Webb has worked in vocational education since 1996. She stated she has a wonderful husband and two daughters, ages 5 and 7. Ms. Webb said she appreciated the gracious welcome from everyone and looks forward to working with the board.

Roll Call

The following members were present during the January 11, 2010 EPSB meeting: Lonnie Anderson, Frank Cheatham, Michael Dailey, John DeAtley, Cathy Gunn, Mary Hammons, Lynn May, Gregory Ross, Becky Sagan, Zenaida Smith, Bobbie Stoess, Tom Stull, Mark Wasicsko, Cassandra Webb, Lorraine Williams, and Cynthia York. Sandy Sinclair-Curry was absent.

Approval of October 19, 2009 Minutes

Ms. Becky Sagan noted a correction to the minutes. Becky Goss's name needed to be removed, and Ms. Sagan's name needed to be added as the individual making the correction to the minutes during the last board meeting.

Motion made by Dr. Frank Cheatham, seconded by Mr. Lonnie Anderson, to approve the October 19, 2009 minutes as revised.

Vote: 15 – Yes

1 – Abstain (Ms. Cassandra Webb)

Open Speak

There were no requests for open speak.

Report of the Executive Director

Report from the Kentucky Department of Education (KDE)

Mr. Michael Dailey reported that with the legislators back in session, KDE has been actively involved in the bill review process. Additionally, he reported that the Title IIA United States Department of Education Monitoring visit has been completed. Mr. Dailey stated that EPSB staff members should be commended for the level of support they provided for this visit.

Report from the Council on Postsecondary Education

Mr. John DeAtley reported that the last few months have been a remarkable time for the three agencies. The agencies are working together in unprecedented ways while working on the Race to the Top (RTTT) application, which will lay the foundation for the future. Additionally, CPE has focused on the legislative session.

Legislative Update

Ms. Alicia Sneed reported on recent legislative events. The Session began on January 5th and will continue through April 13th. In his January 6th State of the Commonwealth Address, the Governor explained that there is a large deficit in the state budget, and tough decisions will need to be made to balance it. His plans for balancing the budget will be outlined on January 19th.

Ms. Sneed informed the board that 6 EPSB members need to be confirmed during this legislative session – Cathy Gunn, Becky Sagan, Zenaida Smith, Mark Wasicsko, and Lorraine Williams. She further reviewed filed bills that may affect the EPSB. These bills include HB 18, SB 28, SB 68, SB69, and HB 176.

Local Educator Assignment Data (LEAD) Report and Highly Qualified (HQ) Visit Update

Mr. Mike Carr gave a report on the fall Local Educator Assignment Data (LEAD) report. He stated that it was the best LEAD report to date from a compliance standpoint. The spring LEAD report opens January 14th and will be the basis for the Highly Qualified report in March.

Mr. Carr further informed the board that during the U.S. Department of Education Highly Qualified visit in December, the staff was notified that Functional Mental Disability (FMD) certified teachers will be required to adhere to the same highly qualified teacher requirements as Learning and Behavior Disorders (LBD) teachers, effective immediately. He stated that this change in interpretation of the law may cause an increase in the number of teachers considered to be not highly qualified until the FMD-certified teachers are brought into compliance with the law.

Additionally, Mr. Carr reported that he attended the STARTALK Certification Summit in Arlington, VA on December 9-11 to discuss the methods states are using to increase the supply of world language teachers, particularly in the emerging areas of Chinese, Japanese, and Arabic. He commented that this is a good time to explore ideas on how the EPSB can design programs and routes to certification that will increase Kentucky's supply of world language teachers. Mr. Carr will be attending a KACTE meeting on March 4th to discuss this information with the institutions of higher education.

Report of the Chair

Appointments to the Committee to Review Admissions and Clinical Experience for Pre-Service Programs

Chair Williams made the following appointments to the committee to review admissions and clinical experience for pre-service programs: Darrell Bentley, Jan Calvert, John DeAtley, Beverly Downing, Cindy Gnadinger, Christy McCoy, Cindy Parker, Hilma Prather, Brenda Priddy, William Phillips, Eve Proffitt, Rosetta Sandidge, Mark Wasicsko, Denise Whitaker, Larry Woods, and Lu S. Young.

Appointments to the Committee for the Review of the Superintendent Preparation Programs

Elaine Farris, Chuck Hamilton, Dorothy Perkins, Lisa James, Joe Tinius, Paul Upchurch, Keith Davis, Susan Compton, Rachel Yarbrough, Steve Trimble, Andy Dotson, Roger Marcum, Cathy Gunn, Jim Rinehart, Fred Carter, Rosa Weaver, Jack Rose, Jim Jackson, Robert Heffern, Blake Haselton, Wilson Sears, Wayne Young, Orin Simmerman, Nawanna Privett, Rhonda Harmon, David Baird, Michael Kral, and Aaron Thompson.

Dr. Mark Wasicsko suggested that a formal representative of KACTE be included on this committee. Mr. Robert Brown will contact KACTE's president in an effort to appoint an individual to the committee on KACTE's behalf.

Call of a February Regular Meeting to be Held Jointly with the Kentucky Board of Education (KBE) and Council on Postsecondary Education (CPE)

Ms. Williams called for a February EPSB regular meeting to be held jointly with KBE and CPE on Wednesday, February 10th at 5:30 p.m. at the Kentucky Community and Technical College System central office. The address is 300 North Main Street in Versailles. At this meeting, the board will be approving the Common Core Standards in English/language arts and mathematics before their final release. This will be a historic occasion, the first joint meeting of the three education agencies in Kentucky.

Committee Reports

There were no committee reports.

Information/Discussion Items

Office of Education Accountability (OEA) Mathematics Study

Ken Chilton, Brenda Landy, and Deborah Nelson from the Office of Education Accountability presented results of the Math Study Part II – Teacher Quality & Educator Preparation Programs.

Recommendations from the report were as follows:

- 1) EPSB and KDE shall form a joint task force to address the specific needs and challenges of teaching mathematics to special education students. This analysis should include review of current literature and best practice on the instruction on mathematics to special education students, review of the mathematics course work requirements of special education teacher training programs and master's programs throughout Kentucky.
- 2) EPSB and KDE, in collaboration with the Kentucky Committee for Mathematics Achievement, shall study the alignment of mathematics content knowledge and pedagogy courses required by educator preparation and master's programs to determine if important mathematics content and research-based teaching skills are sufficiently provided in mathematics content and pedagogy courses, including sufficient coverage of differentiated instruction. The findings should address concerns regarding the content and pedagogical preparation of mathematics teachers at both the undergraduate and master's levels.
- 3) EPSB shall evaluate the standards measured by mathematics exit exams required for math certification and ensure that the selected exit examinations and pass scores adequately reflect the content knowledge and pedagogy skills expected of all teachers.

4) EPSB shall develop a program evaluation methodology and timeline for measuring the math content and pedagogical impacts of the Teacher as Leader master's program by December 2010. The methodology should include data that permits detailed analysis at a content and program level.

5) KDE and EPSB should jointly develop a formula to accurately determine teacher shortage areas, long term trends, and the hiring needs of the state with a focus on ensuring that teacher availability and quality is equalized across the state.

6) EPSB in collaboration with CPE and KDE in developing the P-20 database, should require sufficient data be included in the system that would permit value-added assessment of educator preparation programs that is more content and program specific than the current National Council for Accreditation of Teacher Education and State accreditation requirements.

Mr. Chilton stated that the full report was approved by the Education Assessment and Accountability Review Subcommittee (EAARS) in December, and finalized reports will be available in early spring.

Chair Lorraine Williams thanked OEA staff for the study and stated the board is excited about the recommendations of the study and the work that will be produced as a result of it.

Kentucky Association of Colleges for Teacher Education (KACTE) Presentation

Dr. Paul Wirtz, past president of KACTE, began the presentation by providing the board with some background information of the group. He stated that there is KACTE representation from every higher education institution in Kentucky. Dr. Beth Penn, president of KACTE, reported that recently national leaders have called for reform and redesign of teacher preparation programs. At its fall leadership retreat, Dr. James Cibulka of the National Council for Accreditation of Teacher Education (NCATE) outlined some teacher preparation redesign recommendations, and Dr. Penn stated that Kentucky has already made great strides toward implementing those recommendations. She further reported that KACTE agrees on the need for improvement in teacher preparation and embraces the opportunity to strengthen the programs. She stated that last spring KACTE established the Math Education Research Committee (MERC), and in March a second research committee will be initiated on teacher preparation reform. The work of both committees will be published on KACTE's website and shared with P-16 educators.

Dr. Ann Larson reviewed Dr. Cibulka's 7 teacher preparation redesign recommendations and commented on the many ways Kentucky has already made progress toward these recommendations.

Dr. Penn said that KACTE seeks support from the EPSB to allow KACTE to experiment with innovative models of teacher preparation. Dr. Larson requested that the board allow KACTE to continue to assist in the redesign of teacher preparation programs, suggesting Sunday evening workshops and ongoing roundtable presence. Mr. Tom Stull responded that it may be beneficial for board members to attend KACTE conferences.

Review of the Race to the Top (RTTT) Grant Proposal

Commissioner Terry Holliday updated the board on the Race to the Top (RTTT) grant proposal, made public on January 8th. The application criteria required the state

education agencies to look at how Kentucky is doing and what it plans to do in four key reform areas:

- 1) Adopting internationally benchmarked standards and assessments that prepare students for success in college and the workplace
- 2) Recruiting, developing, retaining, and rewarding effective teachers and principals
- 3) Building data systems that measure student success and inform teachers and principals how they can improve their practices
- 4) Turning around our lowest-performing schools

The application is due January 19th and will be available to view on KDE's website. Dr. Holliday asked for the EPSB's support in the RTTT grant proposal.

2010-001

Motion made by Ms. Zenaida Smith, seconded by Dr. Cathy Gunn, to provide a letter of support for the Race to the Top Application.

Vote: *Unanimous*

Discussion on the Statewide Standards for College Readiness as a Result of Senate Bill 1 (KDE)

Mr. Michael Miller updated the board on the recently finalized Common Core Standards and readiness standards. The national website for these standards with the most up-to-date information is www.corestandards.org. February 2nd will be the public release of the draft, and public comment will close on February 16th with the final standards set to be released on February 26th. Many believe that Kentucky will be the first state to formally adopt the standards, in large part due to SB1.

Awarded Contracts

Mr. Gary Freeland informed the board of contracts awarded since the last EPSB meeting, including two contracts that received emergency approval. The awarded contracts are as follows:

- 1) A memorandum of agreement with the University of Kentucky Research Foundation in the amount of \$12,770.33 for the part-time services of Terry Hipbshmann. Terry will work directly with the institutions of higher education (IHEs) to identify data to be shared with the EPSB and develop an interface with our data systems. Emergency approval for this contract was provided by the chair and vice chair. Federal funding will be used for this contract.
- 2) A personal service contract in the amount of \$35,371.50 for the part-time services of Cindy Owen. Cindy will facilitate a data and technology advisory group representative of all Kentucky teacher preparation programs. She will coordinate the activities of various EPSB and institutional P-20 data collaborative work groups and will collaborate with EPSB staff and contractors on the successful development and implementation of the P-20 data collaborative initiative. Emergency approval for this contract was provided by the chair and vice chair. Federal funding will be used for this contract.
- 3) 14 contracts were awarded to local school districts and educational cooperatives for services to provide mentoring for National Board Professional Teacher candidates. The total amount of these contracts was \$373,380.00.

EPSB Mid-Year Budget Report

Mr. Gary Freeland gave a mid-year budget report for the EPSB. He reported that the agency has spent 44.6% of its budget.

Action Items

Charter for the Committee to Review Admissions and Clinical Experience for Pre-Service Programs

Dr. Troupe reviewed the objectives of the committee, which are as follows:

- 1) Determine prior to admission to a preparation program, that all new teacher candidates have adequate skills in math and writing.
- 2) Select new teacher candidates who demonstrate the critical dispositions and attributes necessary to be adaptive and innovative in the classroom of the 21st century.
- 3) Provide throughout the entire preparation program enhanced field experiences that permit teacher candidates to put academic theory into meaningful practice.
- 4) Provide high quality mentoring for those entering teaching via an alterative route.
- 5) Determine the feasibility of a year-long residence experience that is designed to complement KTIP.

The committee anticipates providing the board with a final report by June 30, 2010.

2010-002

Motion made by Mr. Anderson, seconded by Mr. Greg Ross, to approve the charter for the Committee to Review Admissions and Clinical Experiences.

Vote: *Unanimous*

Ms. Becky Sagan suggested that a school district human resources representative serve on this committee. Chair Williams stated that she will appoint an individual to serve on this committee at the March EPSB meeting.

D. Approval of Principal Preparation Program, All Grades, Asbury College

Dr. Troupe reported that in addition to recommending program approval, the principal review committee commended the college for the following aspects of its proposal:

- 1) Good collaboration with district partners; good representation of the service area in the Think Tank
- 2) Practical approach, using practitioners in course modules; good blend of university personnel and practitioners
- 3) Clear diversity elements
- 4) Good checkpoints for Level I and Level II (Gates 7-10)

2010-003

Motion made by Dr. Cheatham, seconded by Dr. Mark Wasicsko, to approve the Asbury College request for the Principal Preparation Program.

Vote: *Unanimous*

Approval of Preparation Program Addition, Environmental Education P-12 Endorsement (Undergraduate and Graduate Levels), Campbellsville University

2010-004

Motion made by Dr. Gunn, seconded by Mr. Ross, to approve the proposed Environmental Education P-12 Endorsement (undergraduate and graduate level) preparation program addition.

Vote: Yes - 15

Recuse - 1 (Dr. Cheatham)

Approval of Teacher Leader Master of Education and Endorsement Program Proposal, University of Louisville

In addition to recommending program approval, the master's review committee commended the university for the following aspects of its proposal:

- 1) Strong memoranda of agreement and partnership descriptions
- 2) Clear descriptions of multiple pathways
- 3) Evidence of using familiar tools for self-assessment
- 4) Consistent emphasis on reflective practice, using a tool familiar to teachers (Kentucky Guide to Reflective Practice)
- 5) Strong tie to arts and sciences community
- 6) Well-written, coherent proposal
- 7) Strong continuous assessment component

2010-005

Motion made by Dr. Gunn, seconded by Ms. Lynn May, to approve the University of Louisville request for the Teacher Leader Master of Education and Endorsement Program Proposal.

Vote: Yes – 15

Recuse – 1 (Ms. Becky Sagan)

Dr. Gunn commended the university for including National Board Certification components that are key to teacher leader programs.

Dr. Brenda Overturf thanked the board for approving the proposal and said the university is very excited and pleased to have the opportunity to revise the master's program.

Approval of Teacher Leader Master's and Planned Fifth-Year Program, Western Kentucky University

In addition to recommending program approval, the master's review committee commended the college for the following aspects of its proposal:

- 1) Emphasis on teaching candidates to work with formative assessment
- 2) Use of Response to Intervention and its application to candidates
- 3) Creation of a professional learning community within the university (working model)
- 4) Good description of collaboration with partners

5) Well-written, coherent proposal

2010-006

Motion made by Dr. Gunn, seconded by Ms. Bobbie Stoess, to approve the WKU request for the Teacher Leader Master's, Planned Fifth-Year and Endorsement Proposal.

Vote: Yes – 15

Recuse – 1 (Mr. Greg Ross)

Dr. Sam Evans thanked the board and committee for the positive comments on WKU's proposal for what WKU staff believes is a unique initiative in working with teachers at the graduate level.

Charter for the Committee to Review the Superintendent Preparation Programs

Mr. Robert Brown reviewed the following committee objectives:

1. Establish a set of standards and critical performance indicators for superintendents
2. Determine, prior to admission to a superintendent program, that all candidates have the disposition to be leaders of a district, based on evidence of meaningful leadership experience related to improved student achievement.
3. Select superintendent candidates who exhibit the critical dispositions and attributes for guiding a district in the 21st century
4. Provide throughout the program enhanced field experiences that permit superintendent candidates to put academic theory into meaningful practice.
5. Provide high quality mentoring for those entering the superintendency via an alternative route
6. Collaborate with the Kentucky Department of Education in aligning the superintendent programs with the assessment center

The committee expects a final report with recommendations by January 30, 2011.

2010-007

Motion made by Mr. Anderson, seconded by Ms. Smith, to approve the charter for the committee to study superintendent programs.

Vote: Unanimous

Ms. Lynn May had questions about the superintendent admission requirements. Dr. Rogers stated that the committee will be reviewing the admission requirements as part of its objective.

16 KAR 1:040. Teachers' National Board Certification Incentive Trust Fund

Mr. Robert Brown reported that due to a series of mandated state-wide budget reductions, the \$800,000 originally allocated by the General Assembly for National Board has been reduced to \$437,000 for FY2010. To date the EPSB has been able to leverage the general fund allocation with significant federal subsidies available through NBPTS. Within the last few days, EPSB staff was notified that the EPSB will be allocated \$325,000 for federal subsidies. However, based upon the reduced available funds and the increased number of candidates enrolled in National Board, there are insufficient funds to cover the

costs of the \$400 teacher stipend, and there may not be enough to cover substitute reimbursements.

2010-008

Motion made by Mr. John DeAtley, seconded by Mr. Anderson, to approve staff's recommendation to suspend the \$200 teacher stipend per day for two (2) days and allow staff the flexibility to suspend substitute reimbursements to districts for FY 2010.

Vote: *Unanimous*

Approval of Contracts

2010-009

Motion made by Dr. Gunn, seconded by Ms. Smith, to validate the emergency approval of the personal service contract for Cindy Owen and the memorandum of agreement with the University of Kentucky Research Foundation (UKRF) and authorize the executive director to continue the services acquired on the subject contracts.

Vote: *Unanimous*

Alternative Route to Certification

Valerie C. Lanzon Conti, Chemistry, Grades 8-12

2010-010

Motion made by Mr. John DeAtley, seconded by Mr. Michael Dailey, to approve the alternative route to certification application.

Ms. Lynn May stated she has serious concerns in approving this alternative route to certification application since this individual is not required to learn methodology. Ms. Cindy Godsey explained that only work experience may be used to determine this alternative route to certification as it was created by the legislature. Mr. Greg Ross stated that the board should have concerns with the alternative route to certification, not the candidate, as the candidate clearly meets the requirement of exceptional work experience. Board attorney Angela Evans stated that a change to this route to certification would require legislative action.

Vote: *14 – Yes*

1 – Abstain (Ms. May)

1 – No (Ms. Smith)

Karen Lynn Shoopman-Campbell, Chemistry, Grades 8-12

2010-011

Motion made by Mr. Greg Ross, seconded by Dr. Gunn, to approve the alternative route to certification application.

Vote: *14 – Yes*

2 – Abstain (Ms. May; Ms. Stoess)

Board Comments

There were no board comments.

Motion made by Mr. Gregory Ross, seconded by Dr. Frank Cheatham, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Ms. Lynn May, seconded by Ms. Mary Hammons, to return to open session.

Vote: *Unanimous*

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

Frank Cheatham, Lorraine Williams, Tom Stull, Mary Hammons, John DeAtley, Lonnie Anderson, Zenaida Smith, Bobbie Stoess, Michael Dailey, Mark Wasicsko, Lynn May, Cassandra Webb, Cynthia York, Cathy Gunn, and Gregory Ross.

Attorneys present were Alicia A. Sneed, Gary A. Stephens, Cynthia Grohmann, Katie Morgan, and Angela Evans.

INITIAL CASE REVIEW

<u>Case Number</u>	<u>Decision</u>
0910514	Hear
0907463	Hear
0910512	Hear
0908475	Admonish
0911532	Dismiss
0910518	Admonish
0905285	Dismiss
0910524	Hear
0910520	Hear
0909506	Hear
0906415	Hear
0909500	Hear
0908480	Hear
0910526	Admonish
0908478	Dismiss
0908488	Dismiss
0908484	Admonish
0909503	Defer for proof
0910509	Hear
0908486	Hear
0909493	Hear
0911534	Hear
0911536	Hear (<i>Mr. DeAtley, recused</i>)
0904210	Dismiss
090139	Dismiss
08111161	Dismiss
0905249	Dismiss

0905287	Hear
0905245	Hear
0905315	Hear
0907449	Dismiss
090267	Dismiss
08111159	Admonish
06-11276	Dismiss
07-09164	Dismiss
07-0460	Dismiss
0905274	Defer for proof
07-0462	Dismiss
0905239	Dismiss

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
09941	Approve
09940	Approve
09944	Approve
09945	Approve
09946	Approve
09948	Approve
09949	Approve
09953	Approve
09954	Approve
09955	Approve
09965	Approve
09966	Approve
09967	Approve
09690	Approve
09972	Approve
09975	Defer
09983	Approve
09985	Approve
09979	Approve
09988	Approve
09989	Approve
09970	Defer
09991	Approve
09992	Approve
09993	Approve
081203	Approve with conditions
09994	Approve
09996	Approve
09997	Approve
091002	Approve
091003	Approve

091004	Approve
091009	Approve
09963	Deny
09998	Approve
102	Approve

Agreed Orders

Case Number

Decision

07-07115 (Lisa Gimbel) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, retroactively for five (5) days beginning May 7, 2007, through May 11, 2007. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. Respondent is hereby admonished 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. By directing derogatory, potentially offensive language towards a student in front of his peers, Respondent unnecessarily subjected that student to public embarrassment. The Board recognizes that Respondent has completed individualized diversity training that focused on appropriate workplace conduct as it relates to interacting with others in a non-discriminatory manner. Respondent shall provide written proof to the Board that she has received six (6) hours of cultural competency/diversity training no later than July 1, 2011. Any expense incurred for said training shall be paid by Respondent. Respondent shall provide written proof to the Board that she has received three (3) hours of Board approved professional development/training in professional courtesy and three (3) hours of Board approved professional development/training in teacher ethics no later than July 1, 2011. Any expense incurred for said training shall be paid by Respondent. Failure to comply with the mandates set forth in this Agreed Order by July 1, 2011, will result in an automatic suspension of Respondent's teaching certificate, and it will remain suspended until she completes the requirements.

Vote: *Unanimous*

07-06107 (Stephen Meade) 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.

Vote: *Unanimous*

08101070 (Elizabeth Fraley) Accept Agreed Order which states that prior to the application for or issuance of any additional teaching certificate to Respondent, she must submit proof that she has completed six (6) hours of Board approved professional development or training in classroom management. If Respondent fails to complete the above training prior to returning to the classroom in the Commonwealth of Kentucky, her current Kentucky teaching certificate shall be automatically suspended and no other certificate issued to her until she provides proof to the Board that she has completed the above required six (6) hours of professional development or training in classroom management.

Vote: *Unanimous*

0805833 (Luke Evans) Accept Agreed Order which states as follows: 1. Respondent's certificate, including any and all endorsements, is suspended for a period of thirty (30) days from the date upon which the Board approves this agreement. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. 2. Prior to accepting employment in any school district in Kentucky, Respondent shall complete six (6) hours of Board approved ethics training. This requirement shall include training in student/teacher boundaries. Any expense incurred for this training shall be born by the Respondent. 3. Furthermore, Respondent shall be subject to a probationary period of two (2) years from the date on which Respondent is issued a new teaching certificate. During such probation, Respondent shall receive no disciplinary action involving student/teacher boundaries or an inappropriate relationship with a student from any school district in which he is employed. "Disciplinary action" is defined as any

admonishment/reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Should Respondent violate the terms of the probationary period, his certificate shall be automatically suspended for a period of one (1) year, and Respondent shall be subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

0905222 (John Arn III) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, retroactively for a period of thirty (30) days beginning June 30, 2009, to July 29, 2009. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. 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 from the date the Board accepts this Agreed Order: 1. Respondent shall provide written proof to the Board that he has completed 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. 2. Respondent shall provide written proof to the Board that he has been assessed by a state certified mental health counselor approved by the Board and is competent to fulfill his duties as an educator. Respondent shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide treatment records to the Board until he has been released from treatment by the counselor. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. 3. Respondent shall provide the Board with quarterly reports from his employment supervisor as to his progress during the entire probationary period. 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 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*

0905247 (Andrew Digan)

Accept Agreed Order admonishing Respondent for failure to maintain order in his classroom and for failing to properly report a student assault. An educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When an educator fails to maintain order in his classroom, students are at risk for both emotional and physical harm. The Board will not tolerate any further incidents of this nature by Respondent. On or before January 1, 2011, Respondent shall submit to the Board an official transcript evidencing that he has successfully completed a three-hour graduate course in School Law at a Kentucky College or University. Any expense in meeting this condition shall be paid by Respondent. Additionally, Respondent shall be subject to a one (1) year probationary period from the date the Board accepts this agreement. During such probation, Respondent shall receive no disciplinary action involving neglect of duty from any school district. "Disciplinary actions" is defined as any admonishment/reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, be 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, his certificate shall be automatically suspended for a period of six (6) months. If applicable, at the conclusion of the six month suspension, his certificate shall remain suspended until such time as all conditions are met.

Vote: *Unanimous*

0905345 (Barbara Stires)

Accept Agreed Order suspending Respondent's certificate, and Respondent shall neither apply for nor be issued any additional certificate or endorsement until: 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. Respondent must also provide proof to the Board that she is currently taking and plans to continue to take all medications prescribed to her by her mental health treatment provider(s). Respondent shall provide written proof to the Board that she has received twelve (12) hours of Board approved professional development/training in teacher ethics. Any expense incurred for said training shall be paid by Respondent. Respondent is also on permanent probation. Accordingly, Respondent shall receive no disciplinary action involving unbecoming conduct or neglect of duty from any school district. "Disciplinary actions" is defined as any admonishment/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 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 the conditions are met.

Vote: *Unanimous (Mr. Stull, recused)*

0905325 (Kent Green) Accept Agreed Order admonishing Respondent for a lack of professional judgment in his interactions with students. As a certified educator, Respondent must strive to uphold the responsibilities of his profession by maintaining a positive learning environment for all. He must treat each student with dignity and respect. This agreement is conditioned upon Respondent providing written evidence to the Board, on or before July 1, 2011, that he has completed twelve (12) hours of professional development/training, approved by the Board, in professionalism, ethics, and the

appropriate use of technology. Any expense for this professional development/training shall be paid by Respondent. If Respondent fails to satisfy this condition, his certificate shall be suspended until this condition is met.

Vote: *Unanimous*

07-0110 (Charlene Shelley) Accept Agreed Order admonishing Respondent for not following the administrative procedures related to student testing. Further, the Board reminds Respondent that, like every other testing proctor, she signed saying that she had received the testing instructions, had read the testing instructions, and would comply with the testing instructions. Strict compliance with the *Administration Code for Kentucky's Educational Assessment Program* ensures the well-being of the students and the integrity of the testing process are maintained.

Respondent is currently a retired teacher. Should Respondent choose to come out of retirement, prior to accepting certified employment in any school district in Kentucky, she shall submit written proof to the Board that she has completed three (3) hours of CATS training and six (6) hours of ethics training, as approved by the Board. Any expense incurred for such training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be suspended until this condition is met. Completion of said training is not required for Respondent to accept employment as a substitute teacher. However, Respondent shall not assist with or administer state required student assessments in any capacity until she has completed the training mandated herein.

Vote: *Unanimous (Mr. Dailey, recused)*

07-07132 (Brian Durham) Accept Agreed Order admonishing Respondent for using inappropriate language in the classroom. While it does not appear that Respondent intended to publicly embarrass the student, additional use of inappropriate language will not be tolerated.

Vote: *Unanimous*

08121164 (Melissa Belcher) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for ten (10) days retroactively from November 24, 2008, through December 3, 2008. 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. Respondent shall complete six (6) hours of Board approved professional development/training in the area of ethics which shall focus instruction on appropriate disciplinary techniques. Respondent shall submit written proof of such completion to the Board. Any expense for required training shall be born by the Respondent. Respondent shall provide verification to the Board that she has completed a course on blood borne pathogens. Failure to comply with the mandates set forth in this Agreed Order by July 1, 2010, will result in an automatic suspension of Respondent's teaching certificate, and it will remain suspended until she completes the requirements.

Vote: *Unanimous*

090127 (Victoria Landrum) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of one (1) year, retroactively to November 15, 2008. 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. Following the one (1) year 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 July 1, 2010, Respondent shall submit written evidence of her completion of six (6) hours of professional development/training in the area of anger management as approved by the Board. Any expense for said training shall be paid by Respondent. 2. By July 1, 2010, 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 August 1, 2010, 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. 3. Respondent shall be subject to random drug testing and shall have no positive drug tests during the two (2) year probationary period. Any expense for such drug testing shall be paid by Respondent. 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*

0905327 (Kenneth Shadoan) Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. 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*

06-12300 (Elizabeth Budde) Accept Agreed Order admonishing Respondent for neglect of duty. The Board reminds Respondent that, as an educator, she has a duty to maintain accurate student records and to follow student IEPs. The Board will not tolerate any further incidents of misconduct from Respondent. This agreed order is expressly conditioned upon Respondent providing written proof, by August 1, 2010, that she has completed a Board-approved

course in Classroom Management. If she fails to provide proof of the training, Respondent shall be automatically suspended until this condition has been met. Any expense for the training shall be paid by Respondent.

Vote: *Unanimous*

06-05130 (Linda Woods) Accept Agreed Order which states that Respondent has provided written proof to the Board that she has received twelve (12) hours of professional development/training in classroom management. Therefore, Case No. 06-05130 is dismissed.

Vote: *Unanimous*

0806908 (Deborah Cummings) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, retroactively for a period of one (1) year and six (6) months, from January 1, 2008 through July 1, 2009. 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*

07-08148 (Don Barnett) Accept Agreed Order admonishing Respondent for his inappropriate conduct. The Board reminds Respondent that he has a duty to take reasonable measures to preserve the health, safety, and emotional well-being of students. For future reference, the Board reiterates that school personnel should always conduct themselves in an appropriate and professional manner. The Board will not tolerate any further incidents of misconduct from Respondent. This settlement agreement is expressly conditioned upon Respondent providing written proof to the Board that he has completed twelve (12) hours of professional development/training in appropriate professional ethics, as approved by the Board, by July 1, 2010. Any expense incurred for said training shall be paid by Respondent. Respondent agrees that should he fail to satisfy the above condition, his certificate shall be automatically suspended until such training is complete and Respondent provides the appropriate written proof to the Board.

Vote: *Unanimous*

08121212 (Nancy Renfrow) 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 unsafe situations, and refrain from making inappropriate religious remarks to her students. The Board will not tolerate any further incidents of misconduct from Respondent. Respondent shall provide written proof to the Board that she has received six (6) hours of professional development/training in the area of professional ethics and appropriate student safety, as approved by the Board, by December 31, 2010. Any expense incurred for said training shall be paid by Respondent. Respondent agrees that should she fail to satisfy the above condition, her certificate shall be automatically suspended until such training is complete and Respondent provides the appropriate written proof to the Board.

Vote: *Unanimous*

0803689 (Maggie Howard) Accept Agreed Order retroactively suspending Respondent's certificate for a period of six (6) months, from July 10, 2008 through January 10, 2009. Upon acceptance of this Agreed Order 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, so that the retroactive suspension can be noted on Respondent's original certificate and any copies. Respondent will be allowed to work while the original certificate is in transit to and from and in possession of the EPSB.

Following reinstatement at the conclusion of the six (6) month suspension period, Respondent's certificate shall be subject to the following conditions:

1. In accordance with the plea agreement entered into by Respondent in Johnson District Court, Case No. 08-F- 00050, Respondent shall provide written proof to the Board that she has completed an inpatient rehabilitation program by July 10, 2010. Any expense incurred for said rehabilitation program shall be paid by Respondent. Should Respondent violate this condition, her certificate

shall be automatically suspended for a period of one (1) year. 2. Respondent shall not be convicted of any crime involving the use or possession of any controlled substance or alcohol, including driving under the influence, for a period of two (2) years, commencing the date this Order is accepted by the Board. Respondent shall submit a copy of her current criminal record, as prepared by the Kentucky State Police, on July 10, 2010 and July 10, 2011. Any expense in fulfilling this condition shall be paid by Respondent. Should Respondent violate this condition, his certificate shall be automatically suspended for a period of one (1) year. 3. Upon the acceptance of a teaching or administrative position in any school district in the Commonwealth of Kentucky, in any capacity, in accordance with KRS 161.175, Respondent shall submit to random drug testing, to be administered by a provider approved by the Board, for a period of one (1) year. If any drug test is positive for illegal substances or is in excess of therapeutic levels generally acceptable in the medical community, Respondent's certificate shall be automatically suspended for a period of two (2) years and subject to additional sanction by the Board pursuant to KRS 161.120. Any expense required for the drug testing shall be paid by Respondent.

Vote: *Unanimous*

07-0476 (Brian Wright) Accept Agreed Order retroactively suspending Respondent's certificate for a period of one (1) year, from July 7, 2006 through July 7, 2007. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. Respondent is currently residing out of state. Respondent agrees that, prior to accepting any teaching position in the Commonwealth of Kentucky, in any capacity, Respondent shall provide written evidence to the Board that he has completed twelve (12) hours of professional development/training in the areas of professional ethics and fiscal management, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to meet this condition, his certificate shall be

automatically suspended for a period of six (6) months. Further, upon accepting a teaching position in the Commonwealth of Kentucky, in any capacity, Respondent's certificate shall be on probation for a period of two (2) years and subject to the following conditions: 1. Respondent shall not be convicted of any crime involving theft or fiscal mismanagement during the probationary period. Respondent shall submit his current criminal record, as prepared by the Kentucky State Police, by July 1st of each year of the probationary period. 2. Respondent shall not receive any disciplinary action involving theft or fiscal mismanagement from any school district in which he is employed during the probationary period. "Disciplinary action" is defined as any admonishment/reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. 3. Respondent shall not take any position in a Kentucky school district or in a Kentucky school or education related agency that allows him any access to money or financial accounts. If Respondent is required to collect money from students in a classroom or sports setting, Respondent shall establish safety protocols with the school principal to ensure any funds collected are properly distributed. These safety protocols shall be filed with the Board. Respondent shall file the safety protocols and documentation substantiating that he does not have any educational position that allows him any access to money or financial accounts upon taking any new school position and with any application for renewal of his certificate or additional certification. Respondent agrees that should he violate any of the above conditions, his certificate shall be automatically suspended for a period of two (2) years and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

07-08142 (Walter Shewmaker) Accept Agreed Order suspending Respondent's certificate for a period of two (2) years to begin retroactively November 1, 2007 through November 1, 2009. Upon acceptance of this agreement by the Board, 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. In addition to any educational requirements, re-issuance of Respondent's teaching certificate at the conclusion of the two (2) year period is expressly conditioned upon Respondent providing evidence to the Board that he has complied with the following: 1. Respondent shall submit written proof to the Board that he has complied with all the conditions of the Order of Probation/Conditional Discharge entered into on October 29, 2007 in Mercer Circuit Court, Case No. 07-CR-00041; 2. Respondent shall provide written proof to the Board that he has been assessed by a state certified mental health counselor approved by the board and is competent to fulfill his duties as an educator. Respondent shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide treatment records to the Board until he has been released from treatment by the counselor; and 3. Respondent shall supply to the Board letters of recommendation from two (2) educators with current Kentucky certification in good standing in which the educators attest that Respondent is morally and ethically fit to hold a teaching certificate. Any expense in meeting these conditions shall be paid by Respondent. If Respondent fails to satisfy these conditions, the Division of Certification shall not re-issue any certificate to Respondent or on his behalf. If Respondent does satisfy these conditions, any certificate issued to Respondent, or on his behalf, shall be subject to the following probationary conditions for a period of two (2) years:

1. Respondent shall submit documentation by December 31st and June 30th of each year of the probationary period from his current treatment provider or Gambler's Anonymous sponsor indicating that he is controlling his gambling addiction and is still seeking support and continued assistance;
2. Respondent shall submit to the Board by December 31st of each year of the probationary period a Kentucky State Police criminal records check indicating that he has not been convicted of any crime since September 11, 2007; and
3. Respondent shall complete twelve (12) hours of professional ethics training and twelve (12) hours of professional development/training in Redbook and appropriate accounting procedures, as approved by

the Board, by the end of the two (2) year probationary period. Any expense incurred for meeting the above conditions shall be paid by Respondent. Respondent agrees that should he fail to satisfy these conditions, his certificate shall be automatically suspended until such conditions are satisfied and Respondent provides the appropriate written proof to the Board.

Vote: *Unanimous*

06-11268 (Andrea Hardymon) Accept Agreed Order admonishing Respondent for using profanity and inappropriate physical force towards a student. The Board reminds Respondent that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of her students. The Board will not tolerate any further incidents of misconduct from Respondent.

Respondent's certificate is subject to the following probationary conditions for a period of two (2) years. 1. Respondent shall provide semi-annual reports to the Board from her treating physician stating that her current medications are adequately addressing her medical conditions; and 2. Respondent shall receive no further disciplinary action from any school district in which she is employed. "Disciplinary action" is defined as any public admonishment/reprimand, suspension without pay, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. 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. Respondent is aware that should she violate KRS 161.120, either during or following this two (2) year probationary period, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

06-05140 (Katherine Jarvis) Accept Agreed Order which states as follows:
The Board reminds Respondent that she has a duty to take reasonable measures to preserve the health, safety, and emotional well-being of students. For future reference, the Board reiterates that a teacher should only place her hands on a student in an emergency situation or to protect the safety of

others. Respondent is hereby admonished for using inappropriate language to discipline a student. The Board reminds Respondent that, as a teacher, she has a duty to maintain the dignity and integrity of the profession, and to set a positive example for her students. The Board will not tolerate any further incidents of misconduct from Respondent. Respondent is currently a retired educator. Should Respondent choose to come out of retirement, prior to accepting any teaching position, in any capacity, she shall submit written proof to the Board that she has completed six (6) hours of anger management, with an emphasis on appropriate discipline techniques, as approved by the Board. Any expenses incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, her certificate shall be automatically suspended until she completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

07-06108 (Barbara Qualls) 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 any further incidents of misconduct by Respondent.

Vote: *Unanimous*

06-05106 (Kirby Duncan) Accept Agreed Order admonishing Respondent for allowing turmoil in his personal life to affect his interactions with students as a teaching professional. The Board demands that the members of its profession always act with the utmost professionalism in the classroom.

Respondent has pursued the appropriate therapy in 2006-2007 and was recently reassessed and cleared by his counselor on September 7, 2009. Further, his Superintendent has only high praise for Respondent as a teacher. As such, the single condition is as follows:

1. Respondent agrees to complete twelve (12) hours of ethics training prior to December 31, 2009. Any expense for required training shall be born by the Respondent. By entering into this Agreed Order,

Respondent agrees that should he fail to satisfy this condition, his certificate shall be automatically suspended until such time as the condition is met.

Vote: *Unanimous*

0903101 (Lawrence Stivers) Accept Agreed Order admonishing Respondent for making disparaging and inappropriate remarks to students, for failing to provide accommodations required by student IEP's, and for altering student grades without authorization. This Board reminds Respondent that as a professional educator, it is his responsibility to treat students with dignity and respect and consistently maintain a positive learning environment for all. As an educator working with special needs students, it is his duty, by law, to be aware of the contents of the IEP and follow it at all times. Kentucky shall not issue a certificate, renew any lapsed certificate, nor consider Respondent's certificate in good standing until he satisfies the following conditions.1. Respondent shall present written evidence to the Board that he has successfully completed twelve hours of professional development/training, approved by the Board, in the areas of classroom management techniques with an emphasis on exceptional learning strategies. Any expense for this professional development/training shall be paid by Respondent. 2. Respondent shall present written evidence to the Board that he has successfully completed twelve hours of professional development/training, approved by the Board, in ethics and professionalism. Any expense for this professional development/training shall be paid by Respondent.

Vote: *Unanimous*

07-0118 (Don Lewis) Accept Agreed Order admonishing Respondent for providing a student with access to confidential information regarding her classmates. A teacher should never allow a student access to his computer password nor should he allow a student to enter grades on his behalf. This practice violates FERPA, HIPPA, and the Professional Code of Ethics for School Certified Personnel. As a teacher, it is Respondent's duty to keep confidential all student information and to ensure that no student is given authority, either express or implied, to manipulate the grading or assessment of another. Respondent is further admonished for allowing students to leave

campus without following proper procedures. A teacher has a duty to protect the safety and well-being of the students in his care regardless of age or ability. By allowing students to leave campus for non-school related purposes and without following procedure, Respondent neglected that duty. Upon application for any Kentucky certification, Respondent shall provide the following to the Board.

1. Written proof of three hours of professional development/training, approved by the Board, in confidentiality procedures and practices.
2. Written proof of six hours of professional development/training, approved by the Board, in classroom management techniques.
3. Written proof of three hours of professional development/training, approved by the Board, in ethics with an emphasis on student/teacher boundaries and professionalism. Any expense involved in meeting these requirements shall be paid by Respondent. If Respondent fails to meet these conditions, the Division of Certification shall deny any application for certification submitted by Respondent or on his behalf.

Vote: *Unanimous*

07-10178 (Kathleen Peterson) Accept Agreed Order suspending Respondent's certificate for one year beginning March 27, 2007. Respondent shall surrender the original and all copies of her certificate immediately, by first class mail or personal delivery to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. This agreement is expressly conditioned upon Respondent providing written evidence to the Board that she has satisfied the following conditions.

1. By January 31, 2010, Respondent shall present written evidence to the Board that she has successfully completed twelve hours of professional development/training, approved by the Board, in the areas of classroom management and effective discipline techniques. Any expense for this professional development/training shall be paid by Respondent.
2. By January 31, 2010, Respondent shall present written evidence to the Board that she has completed an anger management assessment performed by a mental health professional, licensed in Kentucky and approved by the Board, and has completed any and all treatment recommendations.

Any expense for this assessment and any treatment required, shall be paid by Respondent. By entering into this Agreed Order, Respondent agrees that should she fail to satisfy any of these conditions, her certificate shall be automatically suspended until the conditions are met.

Vote: *Unanimous (Ms. Webb, recused)*

0905220 (Louis Lucas) Accept Agreed Order permanently revoking Respondent's Kentucky teaching certificate.

Vote: *Unanimous (Mr. Stull, recused)*

07112103 (Charles Gerth) Accept Agreed Order reprimanding Respondent as follows: Respondent is required to act in accordance with the Code of Ethics governing Kentucky Schools certified personnel. A part of the Code of Ethics requires that Respondent act in a manner that protects the health and welfare of his students. Respondent failed in that duty when he exercised inappropriate discipline of a student by pulling that student down the hall while the student was laying on the floor. The Board will not tolerate any further misconduct of this nature by Respondent.

Vote: *Unanimous*

08091006 (Aundrea Locke) Accept Agreed Order admonishing Respondent for failing to maintain the dignity and integrity of her profession. Whether standing before a classroom of students, working in the community, or representing herself in an online forum, a teaching professional is a role model who must guard against any appearance of impropriety. Inappropriate personal information should be left at home and never commingled with work product. Upon application for future certification, or for certificate renewal, Respondent shall present written evidence to the Board that she has completed twelve hours of professional development/training in the areas of professional responsibility and ethics, approved by the Board and at her own expense. Should Respondent fail to satisfy this condition, any application for certification or renewal shall be denied.

Vote: *Unanimous (Mr. Dailey, recused)*

090147 (Lori Millay) Accept Agreed Order suspending Respondent's certificate for a period of two years from the date of acceptance of this Order by the Board. 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 the following. 1. Respondent shall comply with all conditions of probation. 2. Respondent shall submit written evidence to the Board that she has completed twelve hours of professional development/training in ethics, approved by the Board and at her own expense. If Respondent violates any of these conditions, her certificate shall not be reinstated. From the date of reinstatement and/or reissuance for the life of the certificate, Respondent's certificate shall be subject to the following probationary conditions. 1. Respondent shall not be convicted of any criminal offense, misdemeanor or felony. 2. Respondent shall report her criminal conviction on all teacher certification and employment applications. 3. Respondent shall not hold any position in a Kentucky public school that places her in charge of money. Should Respondent violate any of these conditions, her certificate shall be automatically suspended for two years and subject to additional sanction by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

08111137 (William Beasley) Accept Agreed Order suspending Respondent's certificate for a period of two years beginning August 24, 2009. Respondent shall surrender the original and all copies of this certificate immediately, by first class mail or personal delivery, to the EPSB, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Reinstatement of Respondent's certificate is conditioned upon the following. 1. Respondent shall provide written evidence to the Board that he has successfully completed six hours of professional development/training in the area of classroom management, approved by the Board and at his own expense. 2. Respondent shall provide written evidence to the Board that he has completed anger management counseling, approved by the Board and at his own expense. Should Respondent fail to satisfy either of these conditions, his certificate shall not be reinstated.

Vote: *Unanimous*

07101845 (Ronald Borman) Accept Agreed Order revoking Respondent's certificate. Respondent shall immediately surrender the original and all copies of this certificate to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Respondent shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

Vote: *Unanimous*

0802644 (Donald Daniel) Accept Agreed Order admonishing Respondent for using excessive force in disciplining a student. As a professional educator, Respondent must treat each and every student with dignity and respect no matter the circumstance. While the Board understands the difficulty inherent in coaching and teaching ones own child, it is never an excuse for misconduct. This agreement is conditioned on the following. On or before August 1, 2010, Respondent shall provide written proof to the Board that he has completed anger management counseling with a mental health professional, licensed in Kentucky and approved by the Board. Respondent shall pay all costs for this counseling and/or the written report. Should Respondent fail to satisfy this condition, his certificate shall be automatically suspended and not reinstated until the condition is met.

Vote: *Unanimous (Dr. Gunn, recused)*

0904187 (James Forthman) Accept Agreed Order revoking Respondent's certificate. 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. Respondent shall neither renew nor apply for a teaching certificate in the Commonwealth of Kentucky for a period of five years beginning August 17, 2009. Upon application for certification and/or renewal, Respondent shall present written evidence to the Board of the following.

1. Respondent shall complete a comprehensive substance abuse evaluation and comply with any and all treatment recommendations. Respondent's treatment at Spirit Lake Recovery from April 15, 2009 to May 22, 2009 will satisfy this requirement. The letter from this facility is attached to this

Order. 2. Respondent shall, in accordance with KRS 161.175, submit to a random drug test administered by a provider approved by the Board. Any expense for the drug test shall be paid by Respondent. If the drug test is positive for any illegal substances or byproducts of illegal substances, Respondent's certificate shall not be issued and/or renewed. 3. Respondent shall comply with all conditions of the diversion agreement entered in Graves Circuit Court Case Number 09-CR-00147 and the charges dismissed. Upon issuance and/or renewal, Respondent's certificate shall be subject to the following probationary conditions. 1. Respondent shall, in accordance with KRS 161.175, submit to random drug testing to be administered by a provider approved by the Board. Any expense for each 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 a period of two years and subject to additional sanction by the Board pursuant to KRS 161.120. 2. Respondent shall not be convicted of any crime, misdemeanor or felony. Should Respondent violate this condition, his certificate shall be automatically suspended for a period of two years and subject to additional sanction by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

07-09156 (Lyndsay Stogsdill) Accept Agreed Order which states as follows:

Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky for a period of four (4) years, commencing retroactively on June 30, 2008 through June 30, 2012. At the end of the four (4) year period, Respondent shall neither apply for nor be issued any type of teaching certificate, including emergency, probationary, and temporary provisional certificates, until she has completed all educational and assessment requirements necessary for teacher certification in Kentucky. The Board shall not approve Respondent for any type of alternative certification option. The issuance of any Kentucky teaching certificate to Respondent, or on her behalf, on or after June 30, 2012 is expressly conditioned upon Respondent providing at the time of application, in addition to proof of any academic

requirements necessary for certification, written evidence to the Board of the following: 1. With her application, Respondent shall supply the Board with a current national and state criminal background check. Any expense for the criminal background check shall be paid by Respondent. 2. Respondent shall disclose all criminal convictions, misdemeanors and felonies, including her conviction in Fayette County District Court for Unlawful Transaction with a Minor, Third Degree, Case No. 01-M-10968 and her conviction in the State of Georgia, Cobb County, for Driving Under the Influence, Case No. 02-T-8563, on any and all applications for teaching and/or administrative certificates in the Commonwealth of Kentucky. 3. Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development/training in professional ethics, as approved by the Board. Any expense for said training shall be paid by Respondent. Should Respondent fail to satisfy the above conditions, the Division of Certification shall not issue Respondent a Kentucky teaching certificate.

Vote: *Unanimous*

07-0340 (Ronald Dillard) Accept Agreed Order revoking Respondent's teaching certificate for a period of three (3) years beginning retroactively on March 1, 2007 through March 1, 2010. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the Board, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. At the end of the three (3) year revocation period, issuance of any certificate to Respondent, or on his behalf, in addition to any educational requirements, is subject to the following conditions. 1. Respondent shall submit to the Board a Kentucky State Police criminal records check indicating that he has received no criminal convictions involving a minor; and 2. Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training in the area of professional ethics and teacher/student boundaries, as approved by the Board. Any expense in meeting these conditions shall be paid by Respondent. If Respondent fails to satisfy these conditions, the

Division of Certification shall not issue any certificate to Respondent or on his behalf. If Respondent does satisfy these conditions, any certificate issued to Respondent, or on his behalf, shall be subject to the following probationary conditions for a period of three (3) years from the date of issuance: 1. Respondent shall not be convicted of any crime involving a minor. By July 1st of each year of the probationary period, Respondent shall submit a copy of his current criminal record, as prepared by the Kentucky State Police. Any expense in meeting this condition shall be paid by Respondent. 2. Respondent shall receive no disciplinary action involving student/teacher boundaries or an inappropriate relationship with a student from any school district in which he is employed. "Disciplinary action" is defined as any admonishment/reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Should Respondent violate either of these conditions, his certificate shall be automatically suspended for a period of two (2) years and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

07-07122 (Michael Applegate)

Accept Agreed Order which states as follows:

1. The Board admonishes Respondent that the use of illegal controlled substances will not be tolerated, regardless of whether or not the use occurs during school hours. Use of illegal controlled substances by a teacher damages the dignity and integrity of the profession. 2. Respondent's certificate, including any and all endorsements, is retroactively suspended for a period of forty five (45) days from June 16, 2007 through July 30, 2007. Upon acceptance of this agreement by the Board, Respondent shall immediately provide to the Board the original and all copies of his certificate, by delivering or mailing to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601 so that the retroactive suspension can be noted on Respondent's original certificate and any copies. Mr. Respondent's certificate shall be returned to him in a prompt and timely manner. Respondent will be allowed to work while the original

certificate is in transit to and from and in possession of the Board. 3. Respondent is placed on probation for a period beginning on the date the Board approves this Agreed Order and ending on May 30, 2010. During the probationary period, Respondent shall submit to random drug testing and shall have no positive drug tests. 4. Substance abuse counseling is not ordered due to the fact that Respondent completed substance abuse counseling as part of the discipline ordered by the Superintendent of McCreary County Public Schools. By entering into this Agreed Order, Respondent agrees that should he fail to satisfy any of these conditions, his certificate shall be automatically suspended for a period of six (6) months. Respondent is aware that should he violate KRS 161.120 either during or following this period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

07-07122 (Rita Scanga)

Accept Agreed Order admonishing Respondent for failing to uphold the dignity and integrity of the teaching profession. An educator in the Commonwealth of Kentucky has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students, and to set a positive example for students. Throwing an object at a student, despite whether that object actually hits the student, is simply unacceptable. Students cannot learn in a disorderly environment and will not respect an educator who fails to appropriately manage the classroom. The Board will not tolerate any further incidents of misconduct from Respondent. Respondent shall provide written proof to the Board that she has completed six (6) hours of professional development/training in classroom management, and six (6) hours of professional development/training in anger management, as approved by the Board, by December 31, 2010. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to satisfy the above condition, her certificate shall be automatically suspended until she completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

0904199 (Gregory Nichols) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of one (1) year from the date this Order is approved by the Board. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky during the one (1) year 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 currently retired. However, should Respondent choose to come out of retirement, the issuance of any certificate to Respondent, or on his behalf, at the end of the one (1) year suspension period is subject to the following conditions: 1. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development/training in the area of professional ethics, as approved by the Board; and 2. Respondent shall submit to the Board letters of recommendation from two (2) educators with current Kentucky certification in good standing in which the educators attest that Respondent is morally and ethically fit to hold a teaching certificate. Any expense in meeting these conditions shall be paid by Respondent. If Respondent fails to satisfy these conditions, the Division of Certification shall not issue any certificate to Respondent or on his behalf. If Respondent does satisfy these conditions, any certificate issued to Respondent, or on his behalf, shall be subject to the following condition for a period of two (2) years: 1. Respondent shall receive no disciplinary action involving the inappropriate use of technology from any school district in which he is employed. "Disciplinary action" is defined as any admonishment/reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Should Respondent violate this condition, his certificate shall be automatically suspended for a period of one (1) year, and the Board may initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

0904175 (Tara Cornett)

Accept Agreed Order admonishing Respondent for exercising poor professional judgment, and for failing to uphold the dignity and integrity of the teaching profession. The Board reminds Respondent that, as a teacher, she must maintain a professional approach with students and be cognizant of her duty to parents under the Professional Code of Ethics. The Board will not tolerate any further incidents of misconduct from Respondent. Respondent's certificate is retroactively suspended for three (3) days, from April 13, 2009 through April 15, 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, 3rd Floor, Frankfort, Kentucky 40601, so that the retroactive suspension can be noted on Respondent's original certificate and any copies. Respondent will be allowed to work while the original certificate is in transit to and from and in possession of the Board. Further, Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development/training in professional ethics, as approved by the Board, by December 31, 2010. Any expense incurred for said training shall be paid by Respondent. Respondent agrees that should she fail to satisfy this condition, her certificate shall be automatically suspended until she completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

08091024 (Cesare Cardi)

Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall surrender the original and all copies of his certificate, by first class mail or personal delivery, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

07-0232 (Jackie Williams) Accept Agreed Order retroactively suspending Respondent's certificate for a period of two (2) years, from May 31, 2007 through May 31, 2009. Upon acceptance of this agreement by the Board, Respondent shall surrender the original and all copies of his certificate, by first class mail or personal delivery, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. In addition to any educational requirements, reinstatement of Respondent's teaching certificate at the conclusion of the two (2) year suspension period is expressly conditioned upon Respondent providing written evidence to the Board that he has complied with the following: 1. Respondent shall be assessed for work-related stress and stress management/control issues and follow-through with any treatment recommendations with a provider approved by the Board. Any expense incurred for the assessment or counseling shall be paid by Respondent; 2. Respondent shall complete a Board-approved professional development course in Classroom Management with a focus on de-escalating violent situations. Any expense required for said training shall be paid by Respondent; 3. Respondent shall supply the Board with a current national and state criminal background check. Any expense required for the criminal background check shall be paid by Respondent; and 4. Respondent shall supply to the Board letters of recommendation from two (2) educators with current Kentucky certification in good standing in which the educators attest that Respondent is morally and ethically fit to hold a teaching certificate. Failure to satisfy any of the above conditions shall result in Respondent being denied reinstatement of his Kentucky teaching certificate at the conclusion of the two (2) year suspension period. Further, prior to accepting a teaching position in the Commonwealth of Kentucky, in any capacity, Respondent shall submit written evidence to the Board from his assessing physician certifying that Respondent is fit to return to the classroom. Any expense required to satisfy this condition shall be paid by the Respondent. Should Respondent fail to satisfy this condition, his certificate shall be automatically suspended for a period of (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

0804691 (Lucy Dunn) Accept Agreed Order retroactively suspending Respondent's certificate for a period of ten (10) days from June 13, 2008 to June 23, 2008. Upon acceptance of this agreement by the Board, Respondent shall surrender the original and all copies of her certificate, by first class mail or personal delivery, to the Education Professional Standards Board, 100 Airport Road, Third Floor, Frankfort, Kentucky 40601. Before Respondent shall accept any teaching position in the Commonwealth of Kentucky, in any capacity, she shall comply with the following conditions: 1. Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development/training in classroom management and proper discipline techniques, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. 2. Respondent shall provide written proof to the Board that she has completed six (6) hours of professional development/training in professional ethics, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. Respondent is aware that should she fail to comply with the above conditions, her certificate shall be automatically suspended until Dunn completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

06-11275 (Francisca Sagrado-Respondent) Accept Agreed Order retroactively suspending Respondent's certificate for a period of one (1) year from November 6, 2006 through November 6, 2007. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. Respondent's teaching certificate expired on June 30, 2007. The issuance of any certificate to Respondent, or on her behalf, in addition to any educational requirements, is subject to the following conditions: 1. Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of

professional development/training in the area of professional ethics, as approved by the Board;

2. Respondent shall provide written proof to the Board that she has successfully completed twelve (12) hours of professional development/training in classroom and anger management, as approved by the Board; and 3. With her certificate application, Respondent shall supply to the Board letters of recommendation from two (2) educators with current Kentucky certification in good standing in which the educators attest that Respondent is morally and ethically fit to hold a teaching certificate. Any expense required for the above-referenced training shall be paid by Respondent. If Respondent fails to satisfy the above conditions, the Division of Certification shall not issue any certificate to Respondent or on her behalf. If Respondent does satisfy the above conditions, any certificate issued to Respondent, or on her behalf, shall be subject to the following probationary conditions for a period of three (3) years: 1. Respondent shall not receive any disciplinary action involving unprofessional behavior or conduct unbecoming a teacher from any school district in which she is employed during the probationary period. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. By entering into this Agreed Order, Respondent agrees that should she fail to satisfy the above condition, 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*

0806898 (Lindsay Muessig) Accept Agreed Order which states as follows: 1. Respondent is admonished for having inappropriate and excessive contact with a student she knew, or had reason to believe, had romantic feelings for her. While there are no allegations and no evidence that Respondent had any inappropriate physical contact with the student in question, she did exchange an excessive amount of non-school correspondence with the student during instructional time. 2. 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 from the date the Board accepts this Agreed Order: a. Respondent shall complete twelve (12) hours of Board approved ethics training at her own expense. This requirement shall include training in student-teacher boundaries. b. Respondent shall complete three (3) hours of Board approved professional development or training on the appropriate use of technology at her own expense. c. Respondent shall provide the Board with yearly evaluations from her employment supervisor as to her progress during the entire probationary period. d. Respondent shall receive no disciplinary action involving inappropriate contact with a student. "Disciplinary actions" is defined as any 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 she fail to satisfy any of these conditions during the probationary period, her certificate shall be automatically suspended until such time as the probationary conditions are met. Respondent is aware that should she violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

07-08152 (Thomas Holbrook) Accept Agreed Order admonishing Respondent for his inappropriate remarks. The Board reminds Respondent that he has a duty to take reasonable measures to preserve the health, safety, and emotional well-being of students and to maintain the dignity and integrity of the teaching profession. For future reference, the Board reiterates that school personnel should always conduct themselves in an appropriate and professional manner. The Board will not tolerate any further incidents of such conduct from Respondent. This settlement agreement is expressly conditioned upon Respondent providing written proof to the Board that he has completed a professional development/training course in culture competency and twelve (12) hours of professional

development/training in the area of professional ethics, as approved by the Board, by June 1, 2011. Any expense required for said training shall be paid by Respondent. Should Respondent fail 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 (Ms. Webb, recused)*

0806883 (Shawn Harris)

Accept Agreed Order admonishing Respondent for making inappropriate sexual and offensive comments to students. The Board reminds Respondent that, as a teacher in the Commonwealth of Kentucky, he has a duty to maintain the dignity and integrity of the teaching profession and he shall not engage in any sexual related behavior with students, including making sexual jokes and/or sexual innuendos. The Board will not tolerate any further incidents of misconduct from Respondent. This settlement agreement is expressly conditioned upon the following: 1. Respondent shall complete twelve (12) hours of professional development/training in the area of professional ethics, with an emphasis on sexual harassment, as approved by the Board, by December 31, 2010. Any expense required for said training shall be paid by Respondent. 2. Respondent shall complete six (6) hours of professional development/training in the area of classroom management, as approved by the Board, by December 31, 2010. Any expense required for said training shall be paid by Respondent. Respondent agrees that, should he fail to satisfy the above conditions, his certificate shall be automatically suspended until he completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

090151 (Franklin Martin)

Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, for a period of forty-five (45) days from the date this Order is accepted by the Board. Upon acceptance of this agreement by the Board, Respondent shall immediately 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. Respondent is currently not employed by any school district in the Commonwealth of Kentucky. Upon the acceptance of a teaching position in the Commonwealth of Kentucky, in any capacity, Respondent's certificate shall be on probation for a period of two (2) years and subject to the following probationary conditions: 1. Respondent shall submit written evidence to the Board that he has completed twelve (12) hours of professional ethics training, as approved by the Board, by the end of the probationary period. 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. 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 in fulfilling this requirement shall be paid by Respondent. By entering into this Agreed Order, Respondent agrees that should he fail to satisfy any of the above conditions, his certificate shall be automatically suspended for a period of one (1) year, and the Board may initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

07-0482 (Regina Chaney) Accept Agreed Order suspending Respondent's certificate, including any and all endorsements, retroactively from July 1, 2008 through June 30, 2009. 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. This Agreed Order is expressly conditioned upon Respondent providing written proof to the Board that she has complied with the following: 1. By June 1, 2010, Respondent shall supply the Board

with a report from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment. Any expense for said assessment and treatment shall be paid by Respondent. 2. By June 1, 2010, 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. Should Respondent fail to satisfy either of these conditions, her teaching certificate shall be suspended and will not be reinstated until she has provided proof that she has met the conditions.

Vote: *Unanimous (Ms. Webb, recused)*

08101100 (Jeffrey Peeno)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. The Board reminds Respondent that, as a teacher, he 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 December 31, 2010, Respondent shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that he has been assessed and complied with all recommended treatment. Any expense for said assessment and treatment shall be paid by Respondent. Failure to comply with this requirement by December 31, 2010 will result in an automatic suspension of Respondent's teaching certificate and it will remain suspended until she completes the training requirements contained in this Agreed Order.

Vote: *Unanimous (Mr. Stull, recused)*

07-09159 (Harold Napier)

Accept Agreed Order which states as follows:

1. Respondent is hereby admonished for conduct unbecoming a teacher. The Board reminds Respondent that he has a duty to treat members of the community as well as other members of the teaching profession with dignity and respect. The Board will not tolerate any further incidents of misconduct from Respondent. 2. This settlement

agreement is expressly conditioned upon Respondent providing written proof to the Board that he has received twelve (12) hours of professional development/training in the areas of teacher ethics and appropriate workplace interactions, as approved by the Board, within two (2) years of accepting any teaching and/or administrative position in the Commonwealth of Kentucky. Any expense incurred for said training shall be paid by Respondent. 3. Additionally, Respondent shall be subject to a two (2) year probationary period from the date of acceptance of any teaching and/or administrative position in the Commonwealth of Kentucky. During such probation, Respondent shall receive no disciplinary action including, but not limited to, admonishment, reprimand, suspension or termination. 4. By entering into this Agreed Order, Respondent agrees that should he fail to satisfy any of these conditions, his certificate shall be automatically suspended for a period of one (1) year. If applicable, at the conclusion of the one year suspension, the certificate shall remain suspended until such time as all conditions are met. 5. Respondent is aware that should he violate KRS 161.120, either during or following this two (2) year probationary period, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: Unanimous

07-07127 (Crystal Pruitt)

Accept Agreed Order which states as follows: 1. Respondent is hereby admonished for not following the administrative procedures related to student testing. Strict compliance with the *Administration Code for Kentucky's Educational Assessment Program* ensures the well-being of the students and the integrity of the testing process are maintained. Therefore, the Board will not tolerate any further violations of the CATS testing procedures by Pruitt. 2. Respondent's certificate is retroactively suspended for three (3) days beginning February 26, 2007, and running through February 28, 2007. 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, so that the retroactive suspension can be noted on Respondent's original

certificate and any copies. Respondent will be allowed to work while the original certificate is in transit to and from and in possession of the EPSB.

Vote: *Unanimous (Mr. Dailey, recused)*

07111883 (Benjamin Abernathy) Accept Agreed Order admonishing Respondent for using inappropriate physical force to control a student's behavior. The Board reminds Respondent that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Respondent should be more cognizant of appropriate physical boundaries when disciplining a student. Respondent shall provide written proof to the Board that he has completed six (6) hours of professional development/training in safe crisis management. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by January 1, 2011, his teaching certificate will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

Vote: *Unanimous*

0906366 (Anthony Jones) Accept Agreed Order admonishing Respondent for violating the Professional Code of Ethics for fiscal mismanagement, specifically for failing to properly collect, spend, and account for school funds. The Board reminds Respondent that he has a statutory duty to competently perform his duties and to follow all state statutes and regulations relating to schools. The Board will not tolerate incompetence or negligence on the part of certified teachers in the Commonwealth of Kentucky. This settlement agreement is expressly conditioned upon Respondent providing written proof to the Board that he has completed six (6) hours of professional development/training in the areas of financial and personnel management AND the Accounting Procedures for Kentucky School Activity Funds, commonly known as "Red Book Training," as approved by the Board, by January 1, 2012. Any expense incurred for said training shall be paid by Respondent. Respondent shall also provide written proof to the Board that he has received twelve (12) hours of Board approved professional development/training in teacher ethics no later than January 1, 2012. Any expense incurred for said

training shall be paid by Respondent. Additionally, Respondent shall receive no disciplinary action involving fiscal mismanagement from any school district in which he is employed for a period of two years, beginning the day the Board accept this Agreed Order. "Disciplinary actions" 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, his certificate shall be automatically suspended for a period of six (6) months. If applicable, at the conclusion of the six (6) month suspension, the certificate shall remain suspended until such time as the conditions are met.

Vote: *Unanimous*

07-101601 (John Townsend) Accept Agreed Order retroactively suspending Respondent's certificate for a period of fifteen (15) days beginning on September 25, 2007, and ending on October 9, 2007. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601. This settlement is expressly conditioned upon Respondent providing written proof to the Board that he has completed twelve (12) hours of professional development/training in the areas of ethics and the appropriate use of technology, as approved by the Board, no later than July 1, 2011. Any expense incurred for the training shall be paid by Respondent. Failure to comply with these requirements by July 1, 2011 will result in an automatic suspension of Respondent's teaching certificate and it will remain suspended until he completes the requirements contained in this Agreed Order.

Vote: *Unanimous*

Motion made by Ms. May, seconded by Ms. Stoess, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 3:45 p.m.

Next Meeting: March 1, 2010
 9:00 AM
 EPSB Board Room
 Frankfort, Kentucky