

The actions delineated below were taken in open session of the EPSB at the December 11, 2017, 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 Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Rob Akers called the meeting to order at 9:00 a.m. ET. He read the mission statement to the Board and audience.

Roll Call

The following Board members were present during the December 11, 2017, EPSB meeting: Tracy Adams, Rob Akers, Sarah Burnett, Tolya Ellis, Kathy Gornik, David Graham, Donna Hedgepath, Daniel Morgan, Dusty Phelps, Sherry Powers, Stephen Pruitt, Shad Sletto, Steven Thomas, Aaron Thompson, and Rachel Watson. No members were absent.

Open Speak

There were no requests for Open Speak.

Agenda

A representative from Morehead State University requested that Waiver A be removed from the meeting agenda.

Approval of Consent Items

Approval of October 9, 2017, EPSB Meeting Minutes

2017-074

Motion made by Dr. Sherry Powers, seconded by Mr. David Graham, to approve the October 9, 2017, EPSB meeting minutes.

Vote: Unanimous

Interdisciplinary Early Childhood Education, Birth to Primary (Initial Graduate Level - MAT traditional and Option 6), Campbellsville University

2017-075

Motion made by Mr. Graham, seconded by Dr. Powers, to approve the Interdisciplinary Early Childhood Education, Birth to Primary (Initial Graduate Level - MAT traditional and Option 6) program for Campbellsville University.

Vote: Yes (Dr. Donna Hedgepath recused)

English as a Second Language P-12 Endorsement (Master's for Rank II, Master's for Rank I, Certification Only), University of Kentucky

2017-076

Motion made by Dr. Powers, seconded by Ms. Sarah Burnett, to approve the English as a Second Language P-12 Endorsement (Master's for Rank II, Master's for Rank I, Certification Only) program for the University of Kentucky.

Vote: Unanimous

Dr. Ben Boggs recognized representatives from Campbellsville University and University of Kentucky whose programs were approved.

Report of the Executive Director

Report from the Kentucky Department of Education

A written report was provided.

Report from the Council on Postsecondary Education

A written report was provided.

2016-2017 SB1 (2009) Training Compliance Update

A written report was provided.

Professional Standards for Educational Leaders

Dr. Ben Boggs gave a presentation on the Professional Standards for Educational Leaders.

Other Updates

Mr. Adams informed the Board that Judge Wingate ruled on the lawsuit filed by the Attorney General pertaining to the reorganization of the EPSB. His ruling stated that while the Governor could change the makeup of the EPSB, the appeals process for educators regarding disciplinary matters could not be changed through an Executive Order. This means the EPSB disciplinary process has been reverted to the process prior to June 30. The Education and Workforce Development General Counsel also advised that the former EPSB regulation process should also be reverted to the process prior to June 30.

Board Room

Mr. Adams thanked KDE, KCEWS, and EPSB staff for the work involved in designing and hanging the artwork in the Boardroom.

Staff Changes

Mr. Adams announced that Cassie Trueblood is now the agency's General Counsel and Chelsea Young is the new Educator Ethics Division Director. Dr. Ben Boggs has accepted a new position as program principal for higher education with the National Conference of State Legislatures.

Report of the Chair

Report from the Evaluation of the Executive Director Committee

Chair Akers reviewed the process for the evaluation of the Executive Director. Dr. Donna Hedgepath, Chair of the Evaluation of the Executive Director Committee, reported on the committee findings. She stated the following: The Board Evaluation Committee support the belief that Mr. Adams demonstrates a high level of professionalism and competence in his role as Executive Director of EPSB. He is a change agent who works well within the confounds of

challenge, and continues to work diligently to maximize both human and financial resources. The Board appreciates Mr. Adams's continued efforts to effect positive change.

2017-077

Motion made by Dr. Aaron Thompson, seconded by Mr. Dusty Phelps, to approve the Evaluation of the Executive Director.

Vote: Unanimous

Update from the Model Code of Ethics for Educators

Chair Akers reported that the Code of Ethics Review Committee met on November 30, 2017, and reviewed both the Professional Code of Ethics for Kentucky School Certified Personnel and the Model Code of Ethics for Educators (MCEE). Staff received an update on how other states use the MCEE. A full report will be made to the Board at the February EPSB meeting; however, the committee did find the MCEE to be a useful document and will be suggesting that the Board endorse it for use by educator preparation programs and districts.

Program Review Committee Appointments

Chair Akers appointed the following individuals to the Program Review Committee:

Reappointments:

Dr. Mitch Bailey, Dr. Lori Henderson, Ms. Jamalyn Jarrell, Dr. Karen Karp, Dr. Tony Kirchner, Dr. Amy Lingo, Dr. Andrea Peach, Dr. Christy Petroze, and Dr. Alesa Walker

New Appointments:

Dr. Sharon Bixler, Mr. Jimmy Brehm, Dr. Harrie Buecker, Dr. Laura Clarke, Dr. Shawn Faulkner, Ms. Stephanie Harris, Mr. Robert Kues, Ms. Heather Logsdon, Dr. Todd McCardle, Dr. Andrew McMichael, Ms. Ellen Murphy, Dr. Kim White, and Mr. David Young.

Accreditation Audit Committee Appointment

Chair Akers appointed Dr. Henry Webb to the Accreditation Audit Committee.

Action Items

Career Progression Charter and Creation of a Task Force

2017-078

Motion made by Dr. Powers, seconded by Ms. Kathy Gornik, to approve the Charter and creation of a Task Force.

Vote: 14- Yes

1 – No (Mr. Shad Sletto)

Mr. Shad Sletto said he appreciated the Board moving to a modern pathway; however, he said the Board might be making an issue complex that should be simple. He preferred the issue be fixed sooner.

Planned Fifth-year Program (Master of Education), American InterContinental University

2017-079

Motion made by Mr. Shad Sletto, seconded by Ms. Gornik, to approve the proposed educator preparation program addition for American InterContinental University.

Vote: Unanimous

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

2017-080

Motion made by Dr. Aaron Thompson, seconded by Ms. Tolya Ellis, to approve the proposed amendments to 16 KAR 2:010.

Vote: Unanimous

16 KAR 5:030. Proficiency Evaluation, Amendment, Final Action

2017-081

Motion made by Dr. Powers, seconded by Ms. Gornik, to approve the proposed amendments to 16 KAR 5:030.

Vote: Unanimous

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Amendment, Final Action

2017-082

Motion made by Dr. Thompson, seconded by Dr. Donna Hedgepath, to approve the proposed amendments to 16 KAR 5:040.

Vote: Unanimous

Waivers

16 KAR 3.040. Director of Special Education, Dr. Ann Larson of University of Louisville on behalf of Dr. Scott Keith Hooper

2017-083

Motion made by Mr. Graham, seconded by Ms. Gornik, to approve the waiver request for Dr. Ann Larson of University of Louisville on behalf of Dr. Scott Keith Hooper.

Vote: Unanimous

16 KAR 3.010. Certification for School Superintendent, Dr. Jacob Bryant

2017-084

Motion made by Mr. Graham, seconded by Ms. Rachel Watson, to deny the waiver request for Dr. Jacob Bryant.

Vote: Unanimous

16 KAR 2:120. Emergency Certification and Out-of-Field Teaching, Donna McClure-Rogers

2017-085

Motion made by Ms. Gornik, seconded by Ms. Ellis, to approve the waiver request for Donna McClure-Rogers.

Vote: Unanimous (Rob Akers and Rachel Watson recused)

16 KAR 2:010. Kentucky Teaching Certificates, Bell County Board of Education

2017-086

Motion made by Dr. Thompson, seconded by Mr. Graham, to approve the waiver request for Bell County Board of Education.

Vote: Unanimous

Board Comments

There were no Board comments.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
December 11, 2017**

Motion made by Ms. Sarah Burnett, seconded by Dr. Sherry Powers, to go into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports in accordance with KRS 61.810(1) (c) & (j). The Board also reviewed pending litigation.

Vote: Unanimous

Motion made by Mr. Dusty Phelps, seconded by Mr. David Graham, to return to open session.

Vote: Unanimous

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

Tracy Adams, Rob Akers, Sarah Burnett, Tolya Ellis, David Graham, Donna Hedgepath, Daniel Morgan, Dusty Phelps, Sherry Powers, Shad Sletto, Steven Thomas, and Rachel Watson.

Attorneys present were Luke Gilbert, Joseph Martz, Eric Ray, Hannah Satram-Hale, Cassie Trueblood, and Chelsea Young.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
17081309	Defer for Training
17071251	Attorney Review
17081311	Admonish
17081313	Admonish and Training
17101437	Dismissed
17071279	Attorney Review
17071247	Attorney Review
17071257	Attorney Review
17061088	Attorney Review
17081319	Attorney Review
17101429	Attorney Review

17081317	Dismissed
17081357	Dismissed
17081355	Dismissed
17101447	Dismissed (<i>Mr. Morgan recused</i>)
17081307	Admonish and Training
17101443	Attorney Review
17061001	Defer for Training
17081353	Defer for Training
17081347	Defer for Training
17061041	Defer for Training
17081335	Defer for Training
17081333	Defer for Training
17081343	Defer for Training
17081337	Defer for Training
17061015	Defer for Training
17081349	Defer for Training
17081341	Defer for Training
17081331	Defer for Training
17081339	Attorney Review
17081351	Defer for Training
17081345	Defer for Training
1609705	Attorney Review
17081305	Attorney Review
17061174	Attorney Review
17061178	Attorney Review
17071275	Dismissed
17071273	Defer for Training
17081327	Attorney Review
17081325	Attorney Review
17081329	Dismissed
17081323	Attorney Review
17101403	Dismissed
17101395	Dismissed
CF16614	Refer to Hearing
1705898	Refer to Hearing
110284	Refer to Hearing
1208480	Refer to Hearing
1109761	Refer to Hearing
1407471	Refer to Hearing
1702127	Defer
1611943	Defer
16121113	Defer
1702159	No Further Action
16121021	Admonish and Training
16121019	Admonish and Training
170235	Dismissed

1702307	Admonish and Training
16121013	Admonish and Training
16121031	Admonish and Training
170213	Admonish and Training
170269	Dismissed
16121041	Dismissed
17023	Dismissed
16121001	Dismissed
1703569	Dismissed
1703525	Dismissed
1702155	Dismissed
1703497	Dismissed
1703519	Dismissed
1611961	Dismissed
1702153	Dismissed
1702131	Dismissed
17061084	Dismissed
17061086	Dismissed
17061078	Dismissed
1705667	Dismissed
16121023	Dismissed
17061009	Dismissed
1702291	Dismissed
1705719	Dismissed
17061019	Dismissed
16121039	Dismissed
1705725	Dismissed
17061021	Dismissed
17061023	Dismissed
170225	Dismissed
1705739	Dismissed
1702301	Dismissed
16121043	Dismissed
1705665	Dismissed
1703387	Dismissed
1612999	Dismissed
17061080	Dismissed
1703375	Dismissed
17061045	Dismissed
170227	Dismissed
16121049	Dismissed
16121029	Dismissed
170249	Dismissed
1109745	Dismissed
17071265	Dismissed
17061164	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
171393	Approve
171399	Defer
171392	Approve
17873	Approve
171438	Approve
171458	Approve
171468	Defer
171462	Approve
171395	Deny
171373	Approve
171496	Approve
171506	Approve
171490	Approve
171385	Approve
171391	Approve
171400	Approve
171396	Deny
171401	Approve
171403	Approve
171406	Approve
171409	Approve
171412	Approve
171417	Approve
171422	Approve
171427	Approve
171404	Approve
171407	Approve
171436	Approve
171118	Approve
171449	Approve
171452	Approve
171453	Approve
171455	Approve
17908	Approve
171459	Approve
171460	Approve
171461	Approve
171464	Approve
171473	Deny
171472	Approve
171477	Approve
171478	Approve
171481	Approve

171486	Approve
171493	Approve
171498	Approve
171505	Approve
171428	Approve
171488	Approve
171508	Approve
171514	Approve
171515	Deny

Agreed Orders

Case Number

0906401 Michael Ernst

Decision

Accept Agreed Order stating Ernst's Professional Certificate for Instructional Leadership Supervisor of Instruction, Level 2 and Professional Certificate for Instructional Leadership – School Superintendent are retroactively revoked for a period of five (5) years beginning on June 30, 2009. Ernst shall neither apply for nor be issued an administrative certificate in the Commonwealth of Kentucky during this revocation period. Upon acceptance of this agreement by the Board, Ernst 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.

Ernst's Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 and Provisional Certificate for Teaching in the Middle Grades 5-8, including any and all endorsements, is retroactively suspended for a period of two (2) years beginning on June 30, 2009. Ernst shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during this suspension period.

In addition to any educational requirements, reissuance or reinstatement of Ernst's Certificate for Instructional Leadership – Principal, All Grades, Level 2 and Provisional Certificate for Teaching in the Middle Grades 5-8, is expressly conditioned upon Ernst providing written evidence that he has complied with the following:

1. Ernst 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;

2. Ernst shall submit written proof to the Board that he has received six (6) hours of cultural competency/diversity training, as approved by the Board; and
3. Ernst shall submit written proof to the Board that he has completed a course on the appropriate use of technology, as approved by the Board.

Any expense in meeting these conditions shall be paid by Ernst. If Ernst fails to satisfy any or all of these conditions, his Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 as well as his Provisional Certificate for Teaching in the Middle Grades 5-8 shall not be reinstated and his Professional Certificate for Instructional Leadership Supervisor of Instruction, Level 2 as well as his Professional Certificate for Instructional Leadership – School Superintendent shall not be reissued following the applicable suspension/revocation period.

Vote: *Unanimous (Mr. Akers recused)*

1703513 Brian Durham

Accept Agreed Order admonishing Durham for conduct unbecoming an educator, specifically for telling a story about inappropriate topics to his students. The Board reminds Durham that as a certified educator in the Commonwealth of Kentucky he has duty to uphold the Professional Code of Ethics in the future.

Upon acceptance of this agreement by the Board, Certificate Number 000062555 shall be on probation for a period of two (2) years subject to the following probationary conditions:

1. By March 31, 2018, Durham shall submit written proof to the Board that he has completed the following training:
 - Six (6) hours of ethics training;
 - Six (6) hours of classroom management training.

Any expense for said training shall be paid by Durham. If Durham fails to satisfy this condition, Certificate Number 000062555 shall automatically be suspended until Durham completes the required training and provides the appropriate written proof to the Board.

2. During the probationary period, Durham shall not receive any disciplinary action for conduct unbecoming from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Durham fails to satisfy this condition, Certificate Number 000062555 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

Vote: *Unanimous*

120135 Janet Ballinger

Accept Agreed Order stating Ballinger shall provide written proof to the Board that she has completed twelve (12) hours of professional development/ training in the area of special education by October 31, 2017. Any expense required for said training shall be paid by Ballinger. If Ballinger fails to satisfy this condition, certificate number 000039635 shall be automatically suspended until Ballinger completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1503148 William Hyatt

Accept Agreed Order stating Hyatt voluntarily, knowingly, and intelligently surrenders his teaching certificate number 20007475. Hyatt shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Hyatt shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1105340 Ashley Gage

Accept Agreed Order stating McDonald's Kentucky teaching certificate has lapsed and she has no immediate plans to return to the education profession in Kentucky.

Should McDonald decide to seek Kentucky certification in the future, in addition to the standard requirements of the application process, before McDonald shall be reissued any certificate, she must comply with the following:

1. McDonald shall provide written proof that she has completed twelve (12) hours of professional development/training in the area of classroom management and proper discipline techniques for correcting exceptional children. Any expense incurred for said training shall be paid by McDonald.
2. McDonald 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. McDonald 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 McDonald.
3. McDonald shall provide a copy of her current criminal background check, as prepared by the Administrative Office of the Courts. Should McDonald have any convictions other than minor traffic violations, she will not be issued or reissued a certificate.

Should McDonald fail to satisfy any or all of these conditions, the Board shall automatically deny any application submitted by McDonald or on her behalf.

Vote: *Unanimous*

1005327 John Miller

Accept Agreed Order stating, due to medical reasons, Miller is retired and has no plans to return to the classroom. Miller shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any

future application submitted by Miller, or on his behalf, shall be denied.

Vote: *Unanimous (Mr. Morgan recused)*

17061154 Julia Howard

Accept Agreed Order stating Howard is not currently teaching nor does she plan on teaching in the future. Howard voluntarily, knowingly, and intelligently surrenders her teaching certificate, 000032536, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Howard shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

17061140 Brandon Dietz

Accept Agreed Order admonishing Dietz for exercising poor professional judgment, and for use of physical force with a student. The Board reminds Dietz of his ethical duty to take reasonable measures to protect the health, safety and emotional well-being of his students and to refrain, no matter how difficult the situation, from engaging in disparaging and/or physical altercations. The Board will not tolerate any further incidents of misconduct from Dietz.

Certificate Number 000069525, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years from the date the Board accepts this Agreed Order:

1. On or before March 1, 2018, Dietz shall complete a Board-approved course in classroom management and de-escalation techniques. Any expense incurred for said training shall be paid by Dietz. Should Dietz fail to satisfy this condition by March 1, 2018, Certificate Number 000069525 shall be administratively suspended until such condition is satisfied.
2. On or before March 1, 2018, Dietz shall submit written proof to the Board that he has successfully completed twelve (12) hours of educator ethics professional development or training, as approved

by the Board. Any expense incurred for said training shall be paid by Dietz. Should Dietz fail to satisfy this condition by March 1, 2018, Certificate Number 000069525 shall be administratively suspended until such condition is satisfied.

3. For the entirety of the probationary period, Dietz shall receive no disciplinary action involving use of physical force. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Dietz fails to comply with the requirements of this paragraph, Certificate Number 000069525, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

Dietz 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.

By entering into this Agreed Order, Dietz expressly acknowledges that he is fully and completely informed of the due process rights afforded under KRS 161.120 and KRS 13B and he knowingly, willingly and voluntarily agrees to waive those rights and enter into this Agreed Order.

Vote: *Unanimous*

1311838 Miya McKenney

Accept Agreed Order stating Certificate Number 199802989 is expired and McKenney is not currently teaching. McKenney shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by McKenney, or on her behalf, shall be denied.

Vote: *Unanimous*

1307507 Patrick Watson

Accept Agreed Order stating Certificate Number 201128891 is expired. Watson shall neither apply for nor be issued any teaching, administrative, or emergency

certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Watson, or on his behalf, shall be denied.

Vote: *Unanimous*

1705936 Causandra Stratton

Accept Agreed Order stating Stratton has provided written proof to the Board that she has completed nineteen (19) hours of professional development on improving school culture/climate.

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

Vote: *Unanimous*

17071249 Charlotte Cronin Netz

Accept Agreed Order stating Netz voluntarily, knowingly, and intelligently surrenders Certificate Number 201169752, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Netz shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

16121081 Mariana White

Accept Agreed Order stating White voluntarily, knowingly, and intelligently surrenders Certificate Number 201136374, and agrees not to apply for, nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, White shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1705896 Tiffany Wilson

Accept Agreed Order admonishing Wilson for failing to exercise self-control when engaging with a misbehaving student. The Board reminds Wilson of her ethical duty to

protect the health, safety, and emotional well-being of students. The Board will not tolerate any further incidents of misconduct from Wilson.

1. By March 1, 2018, Wilson shall provide written proof to the Board that she has completed safe crisis management training, including de-escalation techniques, and the use of proper restraints, as required by her district. If Wilson fails to satisfy this condition, Certificate Number 200304831 shall be administratively suspended until such condition is satisfied.
2. By July 1, 2018, Wilson shall provide written proof to the Board that she has completed classroom management training, with an emphasis on addressing challenging behaviors, as approved by the Board. Wilson shall pay any expense incurred. If Wilson fails to satisfy this condition, Certificate Number 200304831 shall be administratively suspended until such condition is satisfied.

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

Vote: *Unanimous*

1705880 William Stevenson, III

Accept Agreed Order admonishing Stevenson for failing to provide sub plans. The Board understands there may be times when an educator is unable to attend school due to illness; however, as a certified educator Stevenson must ensure that he has met his professional obligations to students, parents, and colleagues.

1. Stevenson has provided written proof to the Board that he has completed seven (7) hours of training entitled "Improving Teacher Collaboration."
2. Stevenson has provided written proof to the Board that he has completed eleven (11) hours of training on the following topics: diversity, "character first", and the connection between PLC's and PBIS in the classroom.

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

Vote: *Unanimous*

17071267 Taylor Mosley

Accept Agreed Order stating Mosley is not currently teaching nor does she plan on teaching in the future. Mosley voluntarily, knowingly, and intelligently surrenders her teaching certificate, 201126947, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Mosley shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

17061126 Meagan Sallee

Accept Agreed Order stating Certificate number 201155002, including any and all endorsements, is retroactively suspended for a period of thirty (30) days beginning April 20, 2017 through May 20, 2017.

Furthermore, Sallee is admonished for using poor professional judgment when she failed to maintain professionalism in her interactions with students by sending inappropriate videos and photos using social media. The Board reminds Sallee that as a certified educator in the Commonwealth of Kentucky, she has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Sallee.

Upon the Board's acceptance of this Agreed Order, Certificate Number 201155002 and any future endorsements or new areas of certification, shall be on probation for a period of three (3) years and subject to the following probationary conditions:

1. By June 30, 2018, Sallee shall provide written proof to the Board that she has completed a training course on the Professional Code of Ethics for Kentucky School Certified Personnel. Any expense required for said training shall be paid by Sallee. If Sallee fails to satisfy this condition, certificate

number 201155002 shall be automatically suspended until Sallee completes the required training and provides the appropriate written proof to the Board.

2. By June 30, 2018, Sallee shall provide written proof to the Board that she has completed a course on ethics training in the area of appropriate use of social media. Any expense required for said training shall be paid by Sallee. If Sallee fails to satisfy this condition, certificate number 201155002 shall be automatically suspended until Sallee completes the required training and provides the appropriate written proof to the Board.
3. During the probationary period, Sallee shall not receive any disciplinary action for conduct unbecoming by any school district in which she is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested by either the tribunal/ or arbitration process. If Sallee fails to satisfy this condition, Certificate Number 201155002 shall be automatically suspended pending review and disposition by the Board.

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

Vote: *Unanimous*

17071253 James Melton

Accept Agreed Order stating Melton shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Melton. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Melton or on his behalf.

Upon acceptance of this agreement by the Board, Melton shall not receive any criminal convictions in the future. If Melton fails to satisfy this condition, Certificate Number

200209760 shall automatically be suspended pending review and disposition by the Board.

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

Vote: *Unanimous*

1705910 Sherry Ward

Accept Agreed Order stating Certificate Number 200101431 shall be retroactively suspended from November 21, 2016 through November 30, 2016, a period of ten (10) days.

1. By February 1, 2018, Ward shall provide written proof to the Board that she has been evaluated by a licensed or certified physician, as approved by the Board, and is fit to return to the classroom, presents as capable of fulfilling her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Ward shall pay any expense incurred. If Ward fails to satisfy this condition by February 1, 2018, Certificate Number 200101431 shall be administratively suspended until such condition has been satisfied.
2. By April 1, 2018, Ward shall provide written proof to the Board that she has completed state and federal special education law training, as approved by the Board. Ward shall pay any expense incurred. If Ward fails to satisfy this condition by April 1, 2018, Certificate Number 200101431 shall be administratively suspended until such condition has been satisfied.
3. By November 1, 2018, Ward shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Ward shall pay any expense incurred. If Ward fails to satisfy this condition by November 1, 2018, Certificate Number 200101431 shall be administratively suspended until such condition has been satisfied.

In addition, Certificate Number 200101431 shall be subject to the following probationary conditions for a period of three (3) years:

1. If the evaluating physician, as approved by the Board, recommends ongoing treatment, Ward shall provide quarterly written progress reports to the Board, beginning three (3) months after the initial assessment that she is compliant with all treatment recommendations until such time as she is released from treatment, or the probationary period has ended, whichever occurs first. Ward shall pay any expense incurred. If Ward fails to satisfy this condition, Certificate Number 200101431 shall be administratively suspended until such condition has been satisfied.
2. Ward shall not receive any disciplinary action for neglect of duty or violation of school law from any school district in which she is employed. If Ward fails to satisfy this condition, Certificate Number 200101431 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

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

Vote: *Unanimous*

1702129 William Broughton

Accept Agreed Order admonishing Broughton for using inappropriate physical force to control a student’s behavior. As a certified educator in the Commonwealth of Kentucky,

Broughton has an ethical duty to take reasonable measures to protect the health, safety and emotional well-being of students, and must remain aware of the line between appropriate and inappropriate physical contact when interacting with students. Furthermore, the Board reminds Broughton of his duty to maintain the dignity and integrity of the profession at all times. The Board will not tolerate any further incidents of misconduct from Broughton.

Broughton is not currently employed as an educator and has no immediate plans to return to the education profession. However, prior to accepting any certified position in the state of Kentucky, Broughton shall comply with the following conditions:

1. Broughton shall provide written proof to the Board, from a licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Broughton shall pay any expense incurred. If Broughton fails to satisfy this condition prior to accepting certified employment, Certificate Number 000067175 shall be administratively suspended until such condition is satisfied.
2. Broughton shall provide written proof to the Board that he has successfully completed educator ethics training, as approved by the Board. Broughton shall pay any expense incurred. If Broughton fails to satisfy this condition prior to accepting certified employment, Certificate Number 000067175 shall be administratively suspended until such condition is satisfied.
3. Broughton shall provide written proof to the Board that he has successfully completed classroom management training with an emphasis on de-escalation strategies, as approved by the Board. Broughton shall pay any expense incurred. If Broughton fails to satisfy this condition prior to accepting certified employment, Certificate Number

000067175 shall be administratively suspended until such condition is satisfied.

Upon returning to the education profession, Certificate Number 000067175 shall be subject to the following probationary condition for a period of three (3) years:

1. Broughton shall not receive any disciplinary action from any school district in which he is employed. If Broughton fails to satisfy this condition, Certificate Number 000067175 shall be administratively suspended pending board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

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

Vote: *Unanimous*

17061116 James Beavers

Accept Agreed Order stating Certificate Number 199801653 shall be retroactively suspended from August 1, 2017 through August 15, 2017, a period of fifteen (15) days.

Beavers is currently retired with no immediate plans to return to the education profession. However, prior to returning to any position of employment that requires Kentucky certification, Beavers shall first comply with the following conditions:

1. Beavers shall provide written proof to the Board, from a licensed/certified psychiatrist or mental

health professional, as approved by the Board, that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Beavers shall pay any expense incurred. If Beavers fails to satisfy this condition prior to accepting certified employment, Certificate Number 199801653 shall be administratively suspended until such condition is satisfied.

2. Beavers shall provide written proof to the Board that he has completed educator ethics training, as approved by the Board. Beavers shall pay any expense incurred. If Beavers fails to satisfy this condition prior to accepting certified employment, Certificate Number 199801653 shall be administratively suspended until such condition is satisfied.

Additionally, upon acceptance of certified employment, Certificate Number 199801653 shall be subject to the following probationary conditions for a period of two (2) years:

1. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Beavers shall provide quarterly written progress reports to the Board from the evaluator until he is released from treatment or the probationary period ends, whichever occurs first. Beavers shall pay any expense incurred. If Beavers fails to satisfy this condition, Certificate Number 199801653 shall be administratively suspended until such condition is satisfied.
2. Beavers shall not receive any disciplinary action from any school district in which he is employed. If Beavers fails to satisfy this condition, Certificate Number 199801653 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if

requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

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

Vote: *Unanimous*

CF 171336 Jackson Daugherty

Accept Agreed Order stating Daugherty shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Daugherty shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall provide written proof that he has complied with the assessment process. Daugherty shall pay any expense incurred.
2. Daugherty shall provide written proof to the Board that he has completed educator ethics training, as approved by the Board. Daugherty shall pay any expense incurred.

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

1. If Daugherty's chemical dependency counselor makes any treatment recommendations, Daugherty shall comply with the treatment recommendations. Daugherty shall provide quarterly written progress reports from his counselor to the Board until the counselor releases him from treatment. Daugherty shall pay any expense incurred. If Daugherty fails to satisfy this condition, any and all certificates

issued to him shall be administratively suspended until such condition is satisfied.

2. Daugherty shall provide a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Daugherty shall pay any expense incurred. If Daugherty fails to satisfy this condition, any application for renewal and/or additional certification(s) submitted by him or on his behalf shall be denied until such condition is satisfied.
3. Daugherty shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Daugherty is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall provide this information to the Board, in writing, within thirty (30) days. If Daugherty fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending board review and disposition.
4. Daugherty shall not receive any disciplinary action involving use of alcohol or any illegal substance from any school district in which he is employed. If Daugherty fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public

reprimand shall be considered a violation of this condition.

Vote: *Unanimous*

CF 171271 Camron Faulkner

Accept Agreed Order stating Faulkner shall be issued a Kentucky teaching certificate. In addition, Faulkner is admonished for failing to exemplify behaviors, which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. Furthermore, Faulkner is admonished for failing to disclose his two "Failure to Maintain Insurance" misdemeanor convictions. The Board will not tolerate any further incidents of misconduct from Faulkner.

Vote: *Unanimous*

CF 171240 Sheila Puckett

Accept Agreed Order admonishing Puckett for exercising poor professional judgment in managing student behavior. The Board recognizes that students may not always comply with verbal instructions. However, as a certified educator, Puckett must employ the strategies she has learned in her professional training, and recognize that there is a line between appropriate and inappropriate physical interaction with students. This is especially important with preschool students. Physical contact should not be utilized in instances of simple defiance. The Board reminds Puckett of her ethical duty to protect the health, safety, and emotional well-being of all students. The Board will not tolerate any further incidents of misconduct from Puckett.

Upon acceptance of this agreement by the Board, Puckett shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Puckett shall submit written proof to the Board that she has completed three (3) hours of educator ethics training, as approved by the Board. Puckett shall pay any expense incurred.
2. Puckett shall submit written proof to the Board that she has completed three (3) hours of classroom

and/or behavior management training, as approved by the Board. Puckett shall pay any expense incurred.

Any and all certificates issued to Puckett shall be subject to the following condition for a period of three (3) years:

1. Puckett shall not receive any disciplinary action from any school district in which she is employed. If Puckett fails to comply with this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Vote: *Unanimous*

17061094 Tamatha Bradley

Accept Agreed Order admonishing Bradley for conduct unbecoming a teacher. The Board reminds Bradley that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is not only dangerous; it is also a horrible example to set for students. The Board will tolerate no further incidents of misconduct by Bradley.

Bradley has already provided written proof from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment.

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

Vote: *Unanimous*

1703491 Steven Heckman

Accept Agreed Order admonishing Heckman for making comments that could have been viewed as disparaging towards students. The school environment must be welcoming to all who come to learn. Making statements that potentially denigrate students harms that atmosphere, and interferes with students' ability to learn in a safe, welcome environment. The Board will tolerate no further misconduct from Heckman.

On or before March 1, 2018, Heckman shall provide written proof to the Board that he has completed an educator ethics course on the Professional Code of Ethics for Kentucky School Certified Personnel with a focus on professionalism, as approved by the Board. Any expense for said training shall be paid by Heckman. Failure to satisfy this condition shall result in Certificate 12040 being administratively suspended until such time as Heckman provides the written proof.

On or before March 1, 2018, Heckman shall provide written proof that he has completed a course of educator ethics training on cultural sensitivity, as approved by the Board. Any expense incurred for said training shall be paid by Heckman. Failure to satisfy this condition shall result in Certificate Number 12040 being administratively suspended until such time as Heckman provides the written proof.

From the date on which the Board approves this Agreed Order, Heckman shall be under a two (2) year probation and subject to the following condition:

1. Heckman shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Heckman agrees that should he fail to satisfy the term of the probation, Certificate Number 12040 shall administratively suspended pending Board review and disposition.

Heckman is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

17061136 Benjamin Chapman

Accept Agreed Order admonishing Chapman for his lack of professional judgment in interactions with students both during and outside of school hours. Exchanging personal text messages with students is inappropriate no matter the intent. As an education professional, it is Chapman's responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity careful never to single out a particular student for special treatment and/or friendship.

Chapman is further admonished for inappropriately calling a student while intoxicated. Drinking to excess is already an unacceptable behavior to demonstrate to a student, and allowing it to impair his judgment to the point where he attempted inappropriate communication late at night is even more damaging to the dignity of the profession. The Board will tolerate no further misconduct from Chapman.

Chapman's certificate has expired. Prior to renewal or reissuance of Chapman's certificate, he shall be required to first show proof that he has completed 12 hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board, and a course on teacher/student boundary training, as approved by the Board. Failure to produce this proof prior to an application for renewal or reissuance will result in Chapman's application being automatically denied until such proof is provided.

Prior to renewal or reissuance of Chapman's certificate, Chapman shall submit proof that he has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Chapman shall also submit written proof to the Board that he has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill his duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid

by Chapman. Failure to produce this proof prior to an application for renewal or reissuance will result in Chapman's application being automatically denied until such proof is provided.

Upon reissuance, Chapman's certificate shall be under a five (5) year probation and subject to the following conditions:

1. Chapman shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. Failure to comply with this condition will result in any certificate issued to Chapman being automatically suspended pending Board review and disposition.
2. Chapman shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Chapman is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in any certificate issued to Chapman being automatically suspended pending Board review and disposition.

Vote: *Unanimous*

17061106

Crystal Graham Reject Agreed Order admonishing Graham for using crude languages and gestures around students that were directed at another teacher. The Board directs and Graham acknowledges that she, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. Civilly articulated disagreements between educators are not undignified, disrespectful, unprofessional, or unethical, and do not violate the Professional Code of Ethics for Kentucky School Personnel.

Certificate Number 69180 is retroactively suspended for a period of one (1) week beginning June 1, 2017.

On or before February 1, 2018, Graham shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive anger management evaluation, and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Graham shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Graham from treatment. Respondent shall pay any expense incurred. Should Graham fail to provide proof that she has met this condition, Certificate Number 69180 shall be automatically suspended for a period of thirty (30) days and shall remain suspended until Graham completes the requirements and provides the appropriate written proof to the Board.

On or before February 1, 2018, Graham shall provide written proof that she has completed three (3) hours of educator ethics training on the Professional Code of Ethics for Kentucky School Certified Personnel with a focus on professionalism, as approved by the Board. Any expense incurred for said training shall be paid by Graham. Failure to satisfy this condition shall result in Certificate Number 69180 being administratively suspended until such time as Graham provides the written proof.

From the date on which the Board approves this Agreed Order, Graham shall be under a two (2) year probation and subject to the following condition:

1. Graham shall receive no disciplinary action during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Graham agrees that should she fail to satisfy the term of the probation, Certificate Number 48276 shall administratively suspended pending Board review and disposition.

Graham is aware that should she violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Dr. Hedgepath recused)*

Recommended Order

Case Name

Decision

0703444 Kris-Anne Ferguson

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 200003056 is expired. Ferguson shall neither apply for nor be issued a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Ferguson, or on her behalf, shall be denied.

Vote: *Unanimous*

1602109 Tina Stamper Young

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 200149853 is permanently revoked. Young shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Young shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

Motion made by Mr. Dusty Phelps, seconded by Ms. Tolya Ellis, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 1:00 p.m.

Next Meeting: **February 12, 2018**