

*The actions delineated below were taken in open session of the EPSB at the August 20, 2018, 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, 3<sup>rd</sup> Floor, Frankfort, KY 40601.*

**Education Professional Standards Board (EPSB)**

**Minutes**

**EPSB Offices, 100 Airport Road, 3<sup>rd</sup> Floor**

**August 20, 2018**

**Frankfort, Kentucky**

**Call to Order**

Chair Sarah Burnett called the meeting to order at 9:00 a.m. ET. She read the mission statement to the Board and audience.

**Swearing in of New Board Members**

All Board members were sworn in by Judge Debra Hembree Lambert, Kentucky Court of Appeals. Melissa Bell, Sarah Burnett, Kim Chevalier, Tolya Ellis, David Graham, Donna Hedgepath, Justin Mitchell, Brad Montell, Daniel Morgan, Ellen Murphy, Dustin Phelps, Sherry Powers, Derrick Ramsey, Shad Sletto, Steven Thomas, and Rachel Watson.

**Roll Call**

The following Board members were present during the August 20, 2018, EPSB meeting: Melissa Bell, Sarah Burnett, Kim Chevalier, Tolya Ellis, David Graham, Donna Hedgepath, Justin Mitchell, Brad Montell, Daniel Morgan, Ellen Murphy, Dustin Phelps, Sherry Powers, Derrick Ramsey, Shad Sletto, Steven Thomas, and Rachel Watson.

**Open Speak**

There were two requests for Open Speak.

Mike Carr: Mr. Carr shared his perspective of the Educational Professional Standards Board.

Dr. Yolee Carter: Dr. Carter shared dialogue around supporting teachers and master's education.

**Approval of Consent Items**

Approval of June 18, 2018, EPSB Meeting Minutes

Approval of Morehead State University Program: Biological Science 8-12, Chemistry 8-12, Earth Science 8-12, Mathematics 8-12, and Physics 8-12 (Undergraduate Initial)

**2018-031**

*Motion made by Mr. Shad Sletto, seconded by Mr. Daniel Morgan, to approve the consent agenda items.*

**Vote:** *Unanimous*

Ms. Allison Bell congratulated representatives of Morehead State University for the approval of their programs.

**Report of the Executive Director**

Report from the Kentucky Department of Education

Dr. Wayne Lewis spoke briefly about the important work occurring at the Kentucky Department of Education.

#### Report from the Secretary of Education and Workforce Development.

Secretary Derrick Ramsey discussed the work of the Education and Workforce Development Cabinet.

#### Report from the Council on Postsecondary Education

Ms. Melissa Bell provided an update from the Council on Postsecondary Education.

#### Report of the Associate Commissioner of Educator Licensure and Effectiveness

An Annual Report was provided to the Board with an emphasis on meeting goals. Mr. Rob Akers commended the staff for their work.

#### **Report of the Chair**

Chair Burnett stated it was an honor to serve in the role as Chair and looked forward to working with Dr. Hedegepath and the rest of the Board to continue the important work of the Education Professional Standards Board.

#### **Information/Discussions Items**

##### Awarded Contracts

Associate Commissioner Akers reported all contracts are currently being updated to reflect the reorganization of the July 23<sup>rd</sup> Executive Order.

##### Financial Report

A Financial Report was provided to the Board. Associate Commissioner Akers presented an overview.

##### 16 KAR 2:100 Junior Reserve Officers Training Corps, Amendment, Notice of Intent

Ms. Cassie Trueblood and Ms. Crystal Hord presented amendments to the regulation for the Junior Reserve Officers Training Corps. The amendments remove the senior instructor of the Junior Guard and the completion of the New to Kentucky Teacher and Substitute Teacher Orientation Modules. The amendments also remove the requirement for an applicant for certification to submit a state and criminal background check.

##### 16 KAR 9:040 Part-time Adjunct Instructor Certificate, Amendment, Notice of Intent

Ms. Trueblood and Ms. Hord presented amendments to the regulation for the Part-time Adjunct Instructor Certificate. The amendments update the GPA requirements and remove the requirement for an applicant for certification to submit a state and criminal background check.

##### New Regulation Orientation and Mobility Specialist, Notice of Intent

Ms. Trueblood and Ms. Allison Bell presented a new proposed regulation for Orientation and Mobility Specialist. The proposed regulation establishes the provisional and professional certificates for orientation and mobility specialists and the requirements for obtaining and maintaining these certificates.

## **Action Items**

### Reconsideration of the Rank II Requirement for Renewal of Certification

Interim Commissioner Lewis presented the reconsideration of the Rank II Requirement for Renewal of Certification and a waiver of the requirement for Kentucky educators to obtain their Rank II. The decision to pursue Rank II will be decided by educators.

#### **2018-032**

*Motion made by Mr. Sletto, seconded by Ms. Rachel Watson, to approve a waiver of the Rank II requirement for Kentucky educators and to begin removing the requirement from regulation.*

**Vote:** *The motion passed with a majority voice vote. Dr. Donna Hedgepath and Dr. Sherry Powers voted nay.*

### Accreditation of the Educator Preparation Provider and Approval of Programs, Eastern Kentucky University

Ms. Ellen Blevins, Chair of the Accreditation Audit Committee, provided information pertaining to accreditation of the Educator Preparation Provider, Eastern Kentucky University and approval for the initial and advanced level educator preparation programs.

#### **2018-033**

*Motion made by Mr. Sletto, seconded by Mr. Dustin Phelps, to approve the accreditation of Eastern Kentucky University as an Education Preparation Provider*

**Vote:** *Unanimous (Dr. Sherry Powers recused)*

#### **2018-034**

*Motion made by Mr. Sletto, seconded by Mr. Phelps, to approve the initial and advanced level educator preparation programs at Eastern Kentucky University.*

**Vote:** *Unanimous (Dr. Sherry Powers recused)*

### Boyce College Temporary Authorization

Ms. Blevins presented information pertaining to the temporary authorization of Boyce College for educator preparation.

#### **2018-035**

*Motion made by Mr. David Graham, seconded by Ms. Watson, to approve the temporary authorization of Boyce College for educator preparation.*

**Vote:** *Unanimous*

### Western Governors University NC-SARA Approval

Ms. Sharon Salsman presented Western Governors University's request for approval of educator preparation programs under the SARA legislation.

#### **2018-036**

*Motion made by Mr. Sletto, seconded by Mr. Graham, for approval of Western Governors University's submitted educator preparation programs.*

**Vote:** *Unanimous*

Recommendations from the UPPI Stakeholder Committee on Advanced Educational Leadership

Ms. Trueblood and Dr. Lu Young presented recommendations from the UPPI Stakeholder Committee regarding Advanced Educational Leadership.

**2018-037**

*Motion made by Dr. Hedgepath, seconded by Mr. Graham for approval of the recommendations from the UPPI committee.*

**Vote:** *Unanimous*

**Waivers**

16 KAR 3:020, 16 KAR 3:030, 16 KAR 3:050. Request to Waive Educational Leadership Policy Standards: ISLLC 2018 and Technology Standards for School Administrators, University of the Cumberlands

**2018-038**

*Motion made by Mr. Sletto, seconded by Mr. Graham, to approve the waiver request for University of the Cumberland*s.

**Vote:** *Unanimous*

16 KAR 3:050. Request to Allow Experience as a District Youth Service Center Coordinator to be Accepted in Lieu of Classroom Teaching Experience for Obtaining Initial Principal Statement of Eligibility for Michael Flynn.

**2018-039**

*Motion made by Mr. Sletto, seconded by Dr. Hedgepath, to deny the waiver request for Michael Flynn.*

**Vote:** *Unanimous (Dr. Sherry Powers recused)*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Raiona Henderson

**2018-040**

*Motion made by Mr. Sletto, seconded by Ms. Kim Chevalier to approve the waiver request for Raiona Henderson.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Heather Howard Maggard

**2018-041**

*Motion made by Mr. Sletto, seconded by Mr. Daniel Morgan to approve the waiver request for Heather Howard Maggard.*

**Vote:** *Unanimous*

16 KAR 4:060. Request to Waive Educational Requirements for Renewal for Cara Mounts

**2018-042**

*Motion made by Mr. Graham, seconded by Mr. Sletto to approve the waiver request for Cara Mounts with the condition that Ms. Mounts complete 6 hours towards an approved Rank II program.*

**Vote:** *Unanimous (Dr. Sherry Powers recused)*

16 KAR 4:060. Request to Waive Educational Requirements for Renewal for Steven Scudder  
**2018-043**

*Motion made by Mr. Sletto, seconded by Ms. Toyla Ellis to approve the waiver request for Steven Scudder with the condition that Mr. Scudder complete 6 hours towards an approved Rank II program.*

**Vote:** *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Gabriel Burns  
**2018-044**

*Motion made by Mr. Sletto, seconded by Ms. Ellen Murphy to approve the waiver request for Gabriel Burns.*

**Vote:** *Unanimous*

**Alternative Route to Certification Applications**

Dennis Allison – Earth Science, Grades 8-12

**2018-045**

*Motion made by Ms. Chevalier, seconded by Mr. Morgan to approve the alternative route to certification request for Dennis Allison.*

**Vote:** *The motion passed with majority voice vote. Mr. Sletto voted nay.*

Samantha Brewer – Chemistry, Grades 8-12

**2018-046**

*Motion made by Ms. Murphy, seconded by Mr. Morgan to approve the alternative route to certification request for Samantha Brewer.*

**Vote:** *The motion passed with majority voice vote. Mr. Sletto voted nay.*

Thomas Ryland Pope, Music, Grades K-12

**2018-047**

*Motion made by Ms. Chevalier, seconded by Mr. Morgan to approve the alternative route to certification request for Thomas Ryland Pope.*

**Vote:** *The motion passed with majority voice vote. Mr. Sletto voted nay.*

Jennifer Shean – Middle School Science, Grades 5-9

**2018-048**

*Motion made by Ms. Murphy, seconded by Mr. Morgan to approve the alternative route to certification request for Jennifer Shean.*

**Vote:** *The motion passed with majority voice vote. Mr. Sletto voted nay.*

Jessica Shepherd - Biology, Grades 8-12

**2018-049**

*Motion made by Ms. Chevalier, seconded by Mr. Morgan to approve the alternative route to certification request for Jessica Shepherd.*

**Vote:** *The motion passed with majority voice vote. Mr. Sletto voted nay.*

Amberly Simpson- Dance, Grades K-12

**2018-050**

*Motion made by Ms. Chevalier, seconded by Ms. Murphy to approve the alternative route to certification request for Amberly Simpson.*

**Vote:** *The motion passed with majority voice vote. Mr. Morgan recused himself from the vote.*

Kimberly Reeder – Speech/Media Communications, Grades 8-12

**2018-051**

*Motion made by Mr. Graham, seconded by Mr. Phelps to approve the alternative route to certification request for Kimberly Reeder.*

**Vote:** *The motion passed with majority voice vote. Mr. Sletto voted nay.*

**Board Comments**

Mr. Sletto encouraged KDE exploration of continuing education options, and stated he would like to see some type of internship. Mr. Sletto complimented the Chair on a good board meeting.

Mr. Graham asked for an update on the Model Code of Ethics. Ms. Trueblood stated they are slated to come together in February for feedback from districts and educator preparation providers prior to final recommendation by the committee.

**DISCIPLINARY MATTERS:  
MINUTES OF CASE REVIEW  
August 20, 2018**

*Motion made by Mr. Phelps seconded by Mr. Sletto, 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 Ms. Ellis seconded by Dr. Powers, to return to open session.*

**Vote:** Unanimous

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

Sarah Burnett, Tolya Ellis, Donna Hedgepath, David Graham, Dusty Phelps, Sherry Powers, Shad Sletto, Steven Thomas, Ellen Murphy, Justin Mitchell, Kim Chevalier, and Rachel Watson.

Attorneys present were Luke Gilbert, Joseph Martz, Cassie Trueblood, Todd Allen, Deanna Durrett, and Chelsea Young.

**Initial Case Review**

| <b><u>Case Number</u></b> | <b><u>Decision</u></b> |
|---------------------------|------------------------|
| 1805787                   | Defer for Training     |
| 1803141                   | Dismissed              |
| 1805825                   | Dismissed              |
| 1805827                   | Dismissed              |
| 1805801                   | Admonish and Training  |
| 1803177                   | Dismissed              |
| 1803181                   | Attorney Review        |
| 1803179                   | Attorney Review        |
| 1804615                   | Admonish and Training  |
| 1804661                   | Attorney Review        |
| 1804645                   | Attorney Review        |
| 1804627                   | Admonish               |
| 1805803                   | Admonish               |
| 1804659                   | Admonish and Training  |
| 1804601                   | Admonish and Training  |
| 1804653                   | Dismissed              |
| 1803365                   | Attorney Review        |
| 1804609                   | Dismissed              |
| 1804607                   | Dismissed              |
| 1804621                   | Attorney Review        |
| 1805817                   | Attorney Review        |
| 1804611                   | Attorney Review        |
| 1805791                   | Attorney Review        |
| 1805793                   | Attorney Review        |
| 1805797                   | Attorney Review        |
| 1805795                   | Attorney Review        |
| 1805815                   | Dismissed              |
| 1805813                   | Defer for Training     |
| 1804599                   | Defer for Training     |
| 1805843                   | Dismissed              |
| 1805805                   | Dismissed              |
| 1804631                   | Attorney Review        |
| 1805807                   | Attorney Review        |
| 1803159                   | Attorney Review        |
| 1805809                   | Attorney Review        |
| 1805789                   | Attorney Review        |
| 1804629                   | Attorney Review        |
| 1804633                   | Attorney Review        |
| 1803157                   | Attorney Review        |

|         |                    |
|---------|--------------------|
| 1804623 | Attorney Review    |
| 1805819 | Attorney Review    |
| 1805799 | Attorney Review    |
| 1804657 | Defer for Training |
| 1804691 | Dismissed          |
| 1804637 | Dismissed          |
| 1804679 | Dismissed          |
| 1804675 | Attorney Review    |
| 1804625 | Defer for Training |
| 1805835 | Dismissed          |
| 1804647 | Dismissed          |
| 1804663 | Dismissed          |
| 1804641 | Dismissed          |
| 1804683 | Dismissed          |
| 1805821 | Defer for Training |
| 1805837 | Admonish           |
| 1805823 | Admonish           |
| 1805829 | Dismissed          |
| 1805811 | Admonish           |
| 1804649 | Dismissed          |
| 1804681 | Dismissed          |
| 1806899 | Dismissed          |
| 1804617 | Admonish           |
| 1805831 | Dismissed          |
| 1804689 | Admonish           |
| 1804655 | Defer for Training |
| 1804687 | Defer for Training |
| 1804537 | Dismissed          |
| 1804533 | Dismissed          |
| 1804531 | Dismissed          |
| 1804535 | Dismissed          |
| 1804561 | Defer for Training |
| 1804585 | Dismissed          |
| 1803257 | Defer for Training |
| 1804597 | Defer for Training |
| 1803261 | Defer for Training |
| 1804541 | Defer for Training |
| 1804553 | Defer for Training |
| 1804587 | Defer for Training |
| 1804555 | Defer for Training |
| 1804563 | Defer for Training |
| 1804571 | Defer for Training |
| 1804569 | Defer for Training |
| 1804583 | Dismissed          |
| 1803285 | Dismissed          |
| 1804593 | Dismissed          |



|          |                       |                               |
|----------|-----------------------|-------------------------------|
| 1804591  | Dismissed             |                               |
| 1804579  | Defer for Training    |                               |
| 1804581  | Dismissed             |                               |
| 1804557  | Defer for Training    |                               |
| 1804577  | Defer for Training    |                               |
| 1804595  | Defer for Training    |                               |
| 1804543  | Defer for Training    |                               |
| 1804549  | Defer for Training    |                               |
| 1804573  | Defer for Training    |                               |
| 1804565  | Dismissed             |                               |
| 1804547  | Defer for Training    |                               |
| 1804559  | Defer for Training    |                               |
| 1804529  | Dismissed             |                               |
| 1803341  | Defer for Training    |                               |
| 1804589  | Defer for Training    |                               |
| 1804567  | Defer for Training    |                               |
| 1803173  | Dismissed             |                               |
| 1805839  | Dismissed             |                               |
| 1805833  | Dismissed             |                               |
| 1803127  | Admonish and Training | <i>(Mr. Sletto dissented)</i> |
| 1804665  | Attorney Review       |                               |
| 1803355  | Attorney Review       |                               |
| 1804639  | Attorney Review       |                               |
| 1804651  | Attorney Review       |                               |
| 1803359  | Attorney Review       |                               |
| 1804613  | Defer for Training    |                               |
| 1806919  | Defer for Training    |                               |
| 1804643  | Attorney Review       |                               |
| 1805841  | Attorney Review       |                               |
| 1804695  | Dismissed             |                               |
| 1803191  | Defer for Training    |                               |
| 1803193  | Defer for Training    |                               |
| 1609639  | Refer to Hearing      |                               |
| 1209577  | Refer to Hearing      |                               |
| 1512849  | Refer to Hearing      |                               |
| 1705767  | Defer                 |                               |
| 17071273 | Admonish and Training |                               |
| 17061001 | Admonish and Training |                               |
| 16121013 | Attorney Review       |                               |
| 170213   | Attorney Review       |                               |
| 1705791  | Attorney Review       |                               |
| 1705711  | Attorney Review       |                               |
| 170219   | Attorney Review       |                               |
| 170221   | Attorney Review       |                               |
| 1703501  | Attorney Review       |                               |
| 1703535  | Attorney Review       |                               |

|          |                 |
|----------|-----------------|
| 1703487  | Attorney Review |
| 1703509  | Attorney Review |
| 1307545  | Dismissed       |
| 1406387  | Dismissed       |
| 1603177  | Dismissed       |
| 170259   | Dismissed       |
| 1311802  | Dismissed       |
| 1506441  | Dismissed       |
| 1607463  | Dismissed       |
| 17121701 | Dismissed       |
| 17061130 | Dismissed       |
| 1804685  | Dismissed       |
| 1804619  | Dismissed       |
| 1803187  | Dismissed       |
| 1803195  | Dismissed       |
| 1803185  | Dismissed       |
| 17061015 | Dismissed       |
| 17101387 | Dismissed       |
| 17121525 | Dismissed       |
| 17121533 | Dismissed       |
| 17121499 | Dismissed       |
| 1803297  | Dismissed       |
| 17121511 | Dismissed       |
| 1803267  | Dismissed       |
| 1803153  | Dismissed       |
| 1803259  | Dismissed       |
| 1803309  | Dismissed       |
| 1803263  | Dismissed       |
| 1803251  | Dismissed       |
| 1803277  | Dismissed       |
| 1803239  | Dismissed       |
| 1803231  | Dismissed       |
| 17121505 | Dismissed       |
| 1803217  | Dismissed       |
| 1804545  | Dismissed       |
| 1803305  | Dismissed       |

**Character/Fitness Review**

| <b><u>Case Number</u></b> | <b><u>Decision</u></b> |
|---------------------------|------------------------|
| 181059                    | Approve                |
| 181228                    | Approve                |
| 181162                    | Approve                |
| 181200                    | Approve                |
| 181234                    | Approve                |
| 181204                    | Approve                |
| 181173                    | Approve                |

|        |  |
|--------|--|
| 181344 | Approve  |
| 181283 | Approve  |
| 181404 | Approve  |
| 181428 | Approve  |
| 181361 | Approve  |
| 181326 | Approve  |
| 181321 | Approve  |
| 181448 | Approve  |
| 181458 | Approve  |
| 181469 | Approve  |
| 181466 | Approve  |
| 181229 | Approve  |
| 181499 | Deny   |
| 181389 | Defer  |
| 181461 | Approve  |
| 181484 | Approve  |
| 181315 | Approve  |
| 181545 | Approve  |
| 181590 | Approve  |
| 181604 | Approve  |
| 181316 | Approve on the condition that the allegations may be reviewed by the Board at a later date pursuant to the Board's Procedures Relating to Board Action on an Educator's Certification. |
| 181571 | Approve  |
| 181624 | Approve  |
| 181637 | Approve  |
| 181627 | Approve  |
| 181659 | Approve  |
| 181515 | Approve  |
| 181653 | Approve  |
| 181685 | Approve  |
| 181670 | Approve  |
| 181570 | Approve  |
| 181704 | Deny   |
| 181597 | Approve on the condition that the allegations may be reviewed by the Board at a later date pursuant to the Board's Procedures Relating to Board Action on an Educator's Certification. |
| 181421 | Approve  |
| 181426 | Approve  |
| 181329 | Deny   |
| 181441 | Approve  |
| 181450 | Approve  |
| 181470 | Deny   |

*(Mr. Phelps and Ms. Watson dissented)*

|        |         |                                       |
|--------|---------|---------------------------------------|
| 181471 | Approve |                                       |
| 181478 | Approve |                                       |
| 181510 | Approve |                                       |
| 181526 | Approve |                                       |
| 181558 | Approve |                                       |
| 181578 | Approve | (Mr. Phelps and Ms. Watson dissented) |
| 181588 | Approve |                                       |
| 181614 | Approve |                                       |
| 181638 | Approve |                                       |
| 181648 | Approve |                                       |
| 181687 | Approve |                                       |
| 181709 | Approve |                                       |
| 181719 | Approve |                                       |

**Agreed Orders**  
**Case Number**

**Decision**

1606401 James Farrell II

Accept Agreed Order stating Farrell shall be issued a teaching certificate in Kentucky only after completing a traditional educator preparation program or meeting the requirements for issuance of an alternative certificate under KRS 161.048. Farrell shall not be eligible for an emergency teaching certificate or emergency substitute certificate until he has been issued either a statement of eligibility or a temporary provisional certificate.

**Vote:** *Unanimous*

1606391 Michelle Devine

Accept Agreed Order retroactively suspending Certificate Number 201153598 for sixty (60) days beginning October 1, 2017 through November 29, 2017.

Devine is not currently teaching in the Commonwealth of Kentucky, however, should Devine decide to return to the classroom in the future, Devine shall comply with the following conditions prior to renewing her certificate or a new certificate being issued or Devine accepting a certified position in the Commonwealth of Kentucky:

1. Devine shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Devine shall also submit written proof to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the

probationary period. If Devine is not able to complete all treatment recommendations by the end of the probationary period, she shall submit written progress reports from her chemical dependency counselor on January 1st and July 1st until such time as the counselor releases her from treatment. Each progress report shall certify that Devine is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Devine. If Devine fails to satisfy this condition, Certificate Number 201153598 and any future endorsements or new areas of certification shall be automatically suspended until Devine completes the required assessment and provides the appropriate written proof to the Board.

2. Devine shall submit written proof to the Board that she has completed a training course on professional ethics for educators. Any expense for said training shall be paid by Devine. If Devine fails to satisfy this condition, Certificate Number 201153598 shall be automatically suspended until Devine completes the required training and provides the appropriate written proof to the Board.
3. Devine shall not be convicted of any offense involving the use and or possession of any controlled substance or alcohol during the probationary period. If Devine 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, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Certificate Number 201153598 being automatically suspended pending Board review and disposition.
4. Devine shall submit a copy of her current criminal record, as prepared by the Kentucky State Police, By July 1st of each year of the probationary period. If Devine fails to satisfy this condition, Certificate Number 201153598 and any future endorsements or new areas of certification shall be automatically suspended until Devine provides the appropriate documentation to the Board.

Furthermore, upon acceptance of a certified position, Certificate Number 201153598 and any future endorsements or new areas of certification, shall be on probation for a period of five (5) years and subject to the following probationary conditions:

1. For the entirety of the probationary period, Devine shall receive no disciplinary action for conduct unbecoming, specifically related to substance abuse or alcohol violations. "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 Devine fails to comply with the requirements of this provision, Certificate Number 201153598 and any future endorsements or new areas of certification shall be administratively suspended pending Board review.

Devine 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*

1009563 Donna Hedgespeth

Accept Agreed Order stating this Agreed Order resolves all allegations, including, but not limited to the administrative charges and amended charges, merged reports, and allegations otherwise included in Case File 10-09563. Upon acceptance of this agreement by the Board, Case No. 10-09563 shall be dismissed conditioned upon the following:

1. Hedgespeth has submitted written proof to the Board that she has successfully completed professional development training.
2. By June 30, 2018, Hedgespeth shall provide written proof to the Board that she has completed use of restraint training, as approved by the Board. Hedgespeth shall pay any expense incurred. If Hedgespeth fails to satisfy this condition by June 30, 2018, Certificate Number 200209282 shall be administratively suspended until such condition is satisfied.

Hedgespeth 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*

1606389 Aaron Jeffries

Accept Agreed Order revoking Certificate Number 201169617 for a period of three (3) years beginning on June 1, 2016. Jeffries shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky during this revocation period. Upon acceptance of this agreement by the Board, Jeffries 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.

Furthermore, Jeffries is admonished for conduct unbecoming a teacher, specifically for inappropriate messages to a minor student. The Board reminds Jeffries that as a certified educator in the Commonwealth of Kentucky, he has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Jeffries.

In addition to any educational requirements, reissuance of a certificate to Jeffries is expressly conditioned upon Jeffries providing written evidence that he has complied with the following:

1. Jeffries shall submit written proof to the Board that he has complied with a comprehensive evaluation from a licensed or certified psychiatrist or mental health professional 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. Jeffries shall pay any expense incurred;
2. Jeffries shall provide written proof to the Board that he has successfully completed a training course on the ethics for educators, as approved by the Board. Any expense incurred for said training shall be paid by Jeffries;

3. Jeffries shall submit written proof to the Board that he has successfully completed a professional development course/ training on student-educator boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Jeffries;
4. Jeffries shall submit written proof to the Board that he has successfully completed a professional development course/ training on appropriate use of social media, as approved by the Board. Any expense incurred for said training shall be paid by Jeffries.

Furthermore, any and all certificates issued or reinstated to Jeffries by the Board shall be on permanent probation and subject to the following probationary conditions:

1. During the probationary period, Jeffries shall not receive any disciplinary action from any school district in which he is employed. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/ or arbitration process. If Jeffries fails to satisfy this condition, Certificate Number 201169617, or any other Certificate issues to Jeffries shall be automatically suspended pending the Board's action.

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

**Vote:** *Unanimous*

150231 Candie Kane

Accept Agreed Order admonishing Kane for exercising poor professional judgment when disciplining a misbehaving student. The Board recognizes that educators are going to have bad days, but Kane must be the adult in every interaction and choose her words carefully. The Board reminds Kane of her ethical duties to take reasonable measures to protect the health, safety, and emotional well-being of students, and to maintain the dignity and integrity of the profession at all times. The Board will not tolerate any further incidents of misconduct from Finley.



Kane 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*

1610765 Wanda Nichols

Accept Agreed Order stating Nichols is currently retired with no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Nichols shall submit written proof to the Board that she has completed the three (3) hours of Administration Code Training recommended by KDE. If Nichols fails to satisfy this condition prior to accepting certified employment, Certificate Number 40389 shall be administratively suspended until such condition is satisfied. Nichols 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*

1803291 Karen Hall

Accept Agreed Order stating Hall is currently retired with no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Hall shall submit written proof to the Board that she has completed the three (3) hours of Administration Code Training recommended by KDE. If Hall fails to satisfy this condition prior to accepting certified employment, Certificate Number 199900502 shall be administratively suspended until such condition is satisfied. Hall 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*

1803123 Donald Adkins

Accept Agreed Order stating Adkins 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 Adkins, or on his behalf, shall be denied.

**Vote:** *Unanimous*

1703361 Lauren Vinova

Accept Agreed Order stating Case No. 1703361 shall be

dismissed upon receiving proof that Vinova has completed the three (3) hours of Administration Code Training recommended by KDE.

**Vote:** *Unanimous*

1803167 Alyssa Arnold

Accept Agreed Order stating Arnold voluntarily, knowingly, and intelligently surrenders Certificate Number 201174823, 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, Arnold 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, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1703495 Georgia McDaniel

Accept Agreed Order stating Certificate Number 201137114 is currently expired. Prior to renewing and/or applying for additional certification in the Commonwealth of Kentucky, McDaniel shall first provide written proof to the Board that she has completed Anger Management and Classroom Management Training, as approved by the Board. McDaniel shall pay any expense incurred. If McDaniel fails to satisfy this condition prior to renewing and/or applying for an additional Kentucky certificate, then her application for certification shall be denied until such condition is satisfied. McDaniel 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*

17021 Doria Bugg

Accept Agreed Order stating Bugg is currently retired with no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Bugg shall submit written proof to the Board that she has completed the three (3) hours of Administration Code Training recommended by KDE. If Bugg fails to satisfy this condition prior to accepting certified employment, Certificate Number 000029445 shall be administratively suspended until such condition is satisfied. Bugg 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*

1703551 Kevin Suiter

Accept Agreed Order retroactively suspending Certificate Number 200400619 for a period of forty-five (45) days from May 19, 2018 through June 17, 2018, and from June 18, 2018 through July 2, 2018.

On or before February 1, 2019, Suiter shall provide written proof to the Board that he has completed a course on educator ethics training with an emphasis on student teacher boundaries, as approved by the Board. Suiter shall pay any expense incurred. If Suiter fails to satisfy this condition, Certificate Number 200400619 shall be administratively suspended until such condition is satisfied.

Certificate Number 200400619, including any and all endorsements, is hereby subject to the following probationary condition for a period of five (5) years:

During the probationary period, Suiter shall not receive any disciplinary action from any school district he is employed. "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. If Suiter fails to satisfy this condition, Certificate Number 200400619 shall be automatically suspended pending review and disposition by the Board.

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

**Vote:** *Unanimous (Mr. Graham recused)*

1804667 Lauren Hallinan

Accept Agreed Order stating Hallinan has retired and has no immediate plans to return to the education profession. However, if Hallinan returns to the Kentucky public school system in any capacity that requires certification, she shall first comply with the following condition:

Hallinan shall provide written proof to the Board that she has completed a course on cultural sensitivity training, as

approved by the Board. Hallinan shall pay any expense incurred. If Hallinan fails to satisfy this condition prior to accepting certified employment, Certificate Number 200300327 shall be administratively suspended until such condition is satisfied.

Hallinan 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*

17061174 Demetrius Brown

Accept Agreed Order stating Certificate Number 000066445 has expired and Brown is not currently teaching. Prior to renewing any certification, Brown shall provide written proof to the Board that he has successfully completed a course on educator ethics professional development or training, as approved by the Board. Any expense incurred for said training shall be paid by Brown.

Brown is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1702277 Jonathan Boyd

Accept Agreed Order admonishing Boyd for failing to secure a potentially dangerous item in the classroom. A pocket knife, no matter its size, has the potential to cause serious injury and as such must be properly secured to insure the safety of all children in the classroom. Failing to do so shows poor classroom management skills and exposes children to potential physical harm. Boyd must be aware that safety is paramount and one of the top priorities of an educator. The Board shall tolerate no further errors from Boyd.

On or before April 1, 2018, Boyd shall submit proof to the Board that he has completed a course on classroom management training as approved by the Board. Any expense for said training shall be paid by Boyd. Failure to satisfy this condition shall result in Certificate Number 201159955 being administratively suspended until such time as Boyd provides the written proof.

From the date on which the Board approves this Agreed

Order, Boyd shall be under a three (3) year probation and subject to the following condition:

1. Boyd shall receive no disciplinary action regarding possession of a weapon on school property 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 uphold this condition shall result in Boyd's certificate being automatically suspended pending further Board review and disposition.

Boyd 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*

1505282 Casey Munson

Accept Agreed Order stating Case Number 15-05282 shall be dismissed without prejudice conditioned upon the following:

Munson shall submit written proof to the Board that she has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Munson.

**Vote:** *Unanimous*

17061092 Michael Sammons

Accept Agreed Order stating Certificate Number 200189447 is permanently revoked. Sammons shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Sammons 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*

1803163 Kristin Perry

Accept Agreed Order retroactively suspending Certificate Number 201174094 for the period of June 1, 2018 to June

30, 2018.

Perry is admonished for her lack of professional judgment in interactions with students. As an education professional, it is Hodges's responsibility to set and maintain appropriate boundaries with all students. She must keep the classroom discussion on-topic and must never discuss inappropriate topics regarding students' personal lives.

By July 30, 2019, Perry shall submit written proof that she has attended a course of training/professional development on the topic of Appropriate Student-Teacher Boundaries as approved by the Board. Any expense for this training shall be paid for by Perry. Failure to submit the written proof by July 30, 2019, will result in certificate Number 201174094 being suspended until such time as the proof is submitted.

By July 30, 2019, Perry shall submit written proof that she has attended a course of training/professional development on the Professional Code of Ethics for Kentucky School Certified Personnel as approved by the Board. Any expense for this training shall be paid for by Perry. Failure to submit the written proof by July 30, 2019, will result in certificate Number 201174094 being suspended until such time as the proof is submitted.

Perry 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*

1506439 Jacquan Persley

Accept Agreed Order stating Certificate Number 201185870 is currently expired. Prior to issuance of a Kentucky certificate, Persley shall provide proof that he has completed all requirements necessary for issuance of a certificate and has complied with the following conditions:

1. Persley shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Persley.

2. Persley shall submit written proof to the Board that he has completed a course on professional ethics, as approved by the Board. Any expense required for said training shall be paid by Persley.

If Persley fails to satisfy any of the above conditions, he will not be issued a Kentucky certificate until all conditions are satisfied.

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

1. If Persley's chemical dependency counselor makes any treatment recommendations, Persley shall comply with the treatment recommendations. Persley shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Persley. Failure to comply with this condition will result in Persley's certificate being automatically suspended until Persley is in compliance.
2. Persley 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 Persley 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 Persley's certificate being automatically suspended pending Board review and disposition.
3. Persley 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 Persley. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Persley or on his behalf.

Persley 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*

150265 Kevin Duff

Accept Agreed Order stating Certificate Number 000011810 has expired. Duff 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 Duff, or on his behalf, shall be denied.

**Vote:** *Unanimous*

090261 Michael Fraliex

Accept Agreed Order retroactively revoking Certificate Number 1867 from May 17, 2010 through May 17, 2018, for a period of eight (8) years.

In addition to any testing and/or educational requirements, prior to reissuance of Certificate Number XXX-XX-1867, Fraliex shall comply with the following reissuance conditions:

1. Fraliex shall submit written proof to the Board that he has complied with a comprehensive evaluation from a licensed or certified psychiatrist or mental health professional, as approved by the Board, 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. Fraliex shall pay any expense incurred. If Fraliex fails to satisfy this condition, Certificate Number XXX-XX-1867 shall not be reissued until such condition is satisfied.
2. Fraliex shall submit written proof to the Board that he has complied with a comprehensive alcohol/substance abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Fraliex shall pay any expense incurred. If Fraliex fails to satisfy this condition, Certificate Number XXX-XX-1867 shall not be reissued until such condition is satisfied.



Upon reissuance, Certificate Number XXX-XX-1867 and any endorsements or new areas of certification shall be subject to the following permanent probationary conditions:

1. Fraliex shall not refuse or fail any drug test requested by any school district he is employed. Furthermore, Fraliex shall not receive any disciplinary action from any school district he is employed. "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. If Fraliex fails to satisfy this condition in its entirety, Certificate Number XXX-XX-1867 shall be automatically suspended pending review and disposition by the Board.
2. Fraliex 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 Fraliex is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, he shall submit this information to the Board, in writing, within thirty (30) days. . If Fraliex fails to satisfy this condition in its entirety, Certificate Number XXX-XX-1867 shall be automatically suspended pending review and disposition by the Board

Frailix 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*

1106403 Shannon Taylor

Accept Agreed Order retroactively suspending Certificate Number 200233391, including any and all endorsements, for a period of ninety (90) days beginning June 1, 2011 through August 30, 2011.

Upon the Board's acceptance of this Agreed Order, Certificate Number 200233391 and any future

endorsements or new areas of certification, shall be on probation for a period of eighteen (18) months and subject to the following probationary conditions:

1. Taylor shall submit written proof to the Board that she has completed a training course on educator ethics by June 1, 2019. Any expense for said training shall be paid by Taylor. If Taylor fails to satisfy this condition, Certificate Number 200233391 shall automatically be administratively suspended until Taylor completes the required training and provides the appropriate written proof to the Board.
2. Taylor shall submit written proof to the Board that she has completed a training course on classroom management by June 1, 2019. Any expense for said training shall be paid by Taylor. If Taylor fails to satisfy this condition, Certificate Number 200233391 shall automatically be administratively suspended until Taylor completes the required training and provides the appropriate written proof to the Board.
3. During the probationary period, Taylor shall not receive any disciplinary action for breach of student/educator boundaries 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 Taylor fails to satisfy this condition, Certificate Number 200233391 shall automatically be suspended pending review and disposition by the Board.

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

**Vote:** *Unanimous*

1803375 Kimberly Murray

Accept Agreed Order admonishing Murray for exercising poor professional judgment. The Board reminds Murray of her ethical 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 Murray.

On or before March 1, 2019, Murray shall provide written proof to the Board that she has completed a course on educator ethics training with an emphasis on student teacher boundaries, as approved by the Board. Murray shall pay any expense incurred. If Murray fails to satisfy this condition, Certificate Number 201114836 shall be administratively suspended until such condition is satisfied.

Certificate Number 201114836, including any and all endorsements, is hereby subject to the following probationary condition for a period of five (5) years:

During the probationary period, Murray shall not receive any disciplinary action for breach of student/educator boundaries from any school district she is employed. "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. If Murray fails to satisfy this condition, Certificate Number 201114836, shall be automatically suspended pending review and disposition by the Board.

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

**Vote:** *Unanimous*

180169 Raquel Cain

Accept Agreed Order stating Certificate Number 200306486 and any new endorsements or new areas of certification shall be subject to the following probationary conditions for a period of five (5) years:

1. By February 1, 2019, Cain shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Cain shall submit written proof to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations, if any. Cain shall pay any

expense incurred. If Cain fails to provide written proof by February 1, 2019, Certificate Number 200306486 shall be automatically suspended until such condition is satisfied.

2. Cain shall comply with all terms and conditions of her drug court diversion program in Floyd district court case 18-F-00048. Before the end of this probationary period, Cain shall provide written proof that she successfully completed the diversion program. If Cain fails to comply with the diversion program or successfully complete the diversion program, Certificate Number 200306486 shall be automatically suspended pending review and disposition by the Board.
3. Cain 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 Cain is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, she shall submit this information to the Board, in writing, within thirty (30) days. If Cain fails to comply with this condition in its entirety, Certificate Number 200306486 shall be automatically suspended pending review and disposition by the Board.
4. Cain shall not refuse or fail any drug test requested by any school district she is employed. Furthermore, Cain shall not receive any disciplinary action from any school district she is employed. "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. If Cain fails to satisfy either of these conditions, Certificate Number 200306486 shall be automatically suspended pending review and disposition by the Board.

Cain is aware that should she violate KRS 161.120, either during or following this five-year probation, the Board shall initiate new disciplinary action and seek additional

sanctions.

**Vote:** *Unanimous*

17121671 Justin Elliott

Accept Agreed Order stating Certificate Number 000060853, including any and all endorsements, is hereby subject to the following probationary condition for a period of eighteen (18) months:

During the probationary period, Elliott shall not refuse or fail any drug test requested by any school district he is employed. Furthermore, Elliott shall not receive any disciplinary action related to drug testing or the use of drugs or controlled substances from any school district he is employed. "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. If Elliott fails to satisfy this condition, Certificate Number 000060853 shall be automatically suspended pending review and disposition by the Board.

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

**Vote:** *Unanimous*

1206338 Jason Earlywine

Accept Agreed Order admonishing Earlywine for exercising poor professional judgment. The Board reminds Earlywine of his ethical duty to take reasonable measures to protect the health, safety and emotional well-being of his students. The Board will not tolerate any further incidents of misconduct from Earlywine.

On or before August 1, 2019, Earlywine shall provide written proof to the Board that he has completed a course on educator ethics training with an emphasis on student teacher boundaries, as approved by the Board. Earlywine shall pay any expense incurred. If Earlywine fails to satisfy this condition, Certificate Number 200407586 shall be administratively suspended until such condition is satisfied.

Certificate Number 200407586, including any and all endorsements, is hereby subject to the following

probationary condition for a period of five (5) years:

During the probationary period, Earlywine shall not receive any disciplinary action for breach of student/educator boundaries from any school district he is employed. "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. If Earlywine fails to satisfy this condition, Certificate Number 200407586 shall be automatically suspended pending review and disposition by the Board.

Earlywine 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*

1803197 Barry Anderson

Accept Agreed Order stating Anderson is currently retired with no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Anderson shall submit written proof to the Board that he has completed three (3) hours of training from a KDE approved trainer on the subject of "Employment of Retirees by a School District." Anderson shall pay any expense incurred. If Anderson fails to satisfy this condition prior to accepting certified employment, Certificate Number 13592 shall be administratively suspended until such condition is satisfied. Anderson 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*

1702303 James Paxton

Accept Agreed Order stating Paxton is currently retired with no plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Paxton shall provide written proof to the Board that he has completed the three (3) hours of Administration Code Training recommended by KDE. If Paxton fails to satisfy this condition prior to accepting certified employment, Certificate Number 200004041 shall be administratively suspended until such proof is received.

**Vote:** *Unanimous*

1703379 Judy Paxton

Accept Agreed Order stating Paxton is currently retired with no plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Paxton shall provide written proof to the Board that she has completed the three (3) hours of Administration Code Training recommended by KDE. If Paxton fails to provide written proof to the Board prior to accepting certified employment, Certificate Number 199901662 shall be administratively suspended until such proof is received.

**Vote:** *Unanimous*

1511733 Vicky Sandford

Accept Agreed Order retroactively suspending Certificate Number 199800987 from November 14, 2015 through December 4, 2015.

Sandford has provided written proof to the Board that she has successfully completed all treatment recommendations and conditions imposed by her employing district to date.

In addition, Certificate Number 199800987 shall be subject to the following conditions for a period of two (2) years:

1. By January 1st and July 1st of each year of the probation, Sandford shall provide written proof to the Board from her current treatment provider or Alcoholics Anonymous sponsor that she is maintaining her sobriety. Sandford shall pay any expense incurred. If Sandford fails to satisfy this condition, Certificate Number 199800987 shall be administratively suspended until such condition is satisfied.
2. Sandford shall not receive any disciplinary action for use of drugs/alcohol from any school district in which she is employed. If Sandford fails to satisfy this condition, Certificate Number 199800987 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.

Sandford 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*

16121111 Gordon Crawford

Accept Agreed Order stating, upon acceptance of this agreement by the Board:

1. Crawford has provided written proof to the Board that he has completed six (6) hours of classroom management training.
2. By August 1, 2019, Crawford shall provide written proof to the Board that he has completed first aid training by the American Red Cross. Crawford shall pay any expense incurred. If Crawford fails to provide proof by August 1, 2019, Certificate Number 200210523 shall be administratively suspended until such condition is satisfied.
3. By August 1, 2019, Crawford shall provide written proof to the Board that he has completed NEA's training entitled Classroom Expectations and Routines. Crawford shall pay any expense incurred. If Crawford fails to provide proof by August 1, 2019, Certificate Number 200210523 shall be administratively suspended until such condition is satisfied.

In addition, Certificate Number 200210523 shall be on probation for one (1) year, and subject to the following condition:

1. Crawford shall not receive any disciplinary action for failing to call security or for failing to properly supervise students from any school district in which



he is employed. If Crawford fails to satisfy this condition, Certificate Number 200210523 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 suspension, termination, or public reprimand shall be considered a violation of this condition.

Crawford 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*

17121603 Stephen Grubbs

Accept Agreed Order suspending Certificate Number 201177613 from December 1, 2016 through December 1, 2018, a period of two (2) years.

Additionally, Grubbs is admonished for failing to exemplify behaviors, which maintain the dignity and integrity of the profession and for committing a fraudulent, corrupt, dishonest or immoral act in failing to disclose a conviction on his employment application. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Grubbs.

Grubbs has provided written proof to the Board that he completed residential treatment immediately following his arrest for DUI, 3rd and has continued outpatient treatment approximately twice a month since January 2017.

Prior to reinstatement of Certificate Number 201177613, Grubbs shall provide written proof to the Board that he has completed at least three (3) hours of educator ethics training, as approved by the Board. Grubbs shall pay any expense incurred.

Upon reinstatement, Certificate Number 201177613 shall be subject to the following conditions for a period of ten (10) years:

1. Grubbs shall submit to the Board by January 1st and July 1st of each year in which he holds an active certificate, documentation from his current treatment provider or Alcoholics/Narcotics Anonymous sponsor stating that he is maintaining sobriety and still seeking support and continued assistance in maintaining his sobriety. Grubbs shall pay any expense incurred. If Grubbs fails to satisfy this condition, Certificate Number 201177613 shall be administratively suspended until such condition is satisfied.
2. Grubbs shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Grubbs is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol/controlled substance, Grubbs shall submit such documentation to the Board within thirty (30) days. If Grubbs fails to satisfy any portion of this condition, Certificate Number 201177613 shall be administratively suspended pending Board review and disposition.
3. Grubbs shall submit to the Board by June 30th of each year in which he holds an active certificate, a copy of his current criminal record, as prepared by the Administrative Office of the Courts. Grubbs shall pay any expense incurred. If Grubbs fails to satisfy this condition, Certificate Number 201177613 shall be administratively suspended until such condition is satisfied.
4. Grubbs shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which he is employed. If Grubbs fails to satisfy this condition, Certificate Number 201177613 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.

Grubbs 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*

170283 Jessica Bedford

Accept Agreed Order stating Certificate Number 201131484 is currently expired, and Bedford has no immediate plans to renew her certificate or return to the education profession in Kentucky. However, prior to applying for and/or renewing a Kentucky certificate, Bedford shall comply with the following conditions:

1. Bedford shall provide written proof to the Board that she has completed state and federal special education law training, as approved by the Board. Bedford shall pay any expense incurred. Bedford's application for certification shall not be processed until she has completed the training and provided the appropriate written proof to the Board.
2. Bedford shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Bedford shall pay any expense incurred. Bedford's application for certification shall not be processed until she has completed the training and provided the appropriate written proof to the Board

Bedford 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*

1803203 Michele Bernthal-Lenoir Accept Agreed Order stating Bernthal-Lenoir is

currently retired with no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Bernthal-Lenoir shall submit written proof to the Board that she has completed the three (3) hours of Administration Code Training recommended by KDE. If Bernthal-Lenoir fails to satisfy this condition prior to accepting certified employment, Certificate Number 199604639 shall be administratively suspended until such condition is satisfied. Bernthal-Lenoir 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 (Mr. Graham recused)*

180187 Marshall Graham

Accept Agreed Order stating Graham is not currently employed as an educator and has no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Graham shall submit written proof to the Board that he has completed a training course on Preventing Bullying and/or Hazing, as approved by the Board. Graham shall pay any expense incurred. If Graham fails to satisfy this condition prior to accepting certified employment, Certificate Number 000037170 shall be administratively suspended until such condition is satisfied.

Upon accepting a certified position, Certificate Number 000037170 shall be subject to the following condition for a period of two (2) years:

1. Graham shall not receive any disciplinary action for allowing bullying/hazing of any student athlete from any school district in which he is employed. If Graham fails to satisfy this condition, Certificate Number 000037170 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.

Graham 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*

1702133 Steven Edwards

Accept Agreed Order stating, upon acceptance of this agreement by the Board:

1. By March 1, 2019, Edwards shall provide written proof to the Board that he has completed IEP Training, as approved by the Board. Edwards shall pay any expense incurred. If Edwards fails to satisfy this condition by March 1, 2019, Certificate Number 2011505018 shall be administratively suspended until such condition is satisfied.

Edwards 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*

1803381 Matthew Humphress

Accept Agreed Order stating Certificate Number 201132340 is revoked for a period of twenty (20) years. Humphress shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky during this time. Upon acceptance of this agreement by the Board, Humphress 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.

In addition to any academic or professional requirements, Humphress shall submit the following before receiving a certificate in the future:

Humphress shall submit 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, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Humphress 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 Humphress from treatment. Failure to provide this proof prior to applying for any new certificates will result in any application by Humphress being automatically denied until he provides said proof.

Humphress shall submit written proof to the Board that he has completed a course of training/professional development on the topic of Appropriate Student-Teacher Boundaries as approved by the Board. Any cost for said training shall be paid for by Humphress. Failure to provide this proof prior to applying for any new certificates will result in any application by Humphress being automatically denied until he provides said proof.

Humphress shall provide written proof to the Board that he has completed a course of training/professional development on the topic of the Professional Code of Ethics for Kentucky School Certified Personnel as approved by the Board. Any cost for said training shall be paid for by Humphress. Failure to provide this proof prior to applying for any new certificates will result in any application by Humphress being automatically denied until he provides said proof.

Once the twenty (20) year period has concluded, any certificates issued to Humphress shall be placed under a permanent probation. During this probation, Humphress shall receive no disciplinary action related to student-teacher boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Humphress receives disciplinary action related to student-teacher boundaries during the probation period, any certificate issued to him will be automatically and permanently revoked.

Humphress 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*

180185 Catherine Dirksen

Accept Agreed Order admonishing Dirksen for using poor judgment while redirecting a student. Being aware of potential dangers to children when addressing their behavior is a key part of effective discipline. While the Board acknowledges that Dirksen did not intend to cause any harm, it urges her to be more mindful of the situation in the future.

On or before September 1, 2019, Dirksen shall provide written proof to the Board that she has completed a course of training/professional development on the subject of Classroom Management. Any cost for said training shall be incurred by Dirksen. If Dirksen fails to provide said proof on or before September 1, 2019, Certificate Number 201171878 shall be administratively suspended until such time as Dirksen provides the proof.

On or before September 1, 2019, Dirksen shall provide written proof to the Board that she has completed a course of training/professional development on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel. Any cost for said training shall be incurred by Dirksen. If Dirksen fails to provide said proof on or before September 1, 2019, Certificate Number 201171878 shall be administratively suspended until such time as Dirksen provides the proof.

Dirksen 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*

1803139 Megan Bramel

Accept Agreed Order admonishing Bramel for sharing confidential information about a student to those who had no educational purpose for knowing said information. As an education professional, it is Bramel's responsibility to safeguard information about her students, both for their safety and out of respect for students and their families. The Board will tolerate no further misconduct from Bramel.

On or before September 1, 2019, Bramel shall provide written proof to the Board that she has completed a course of training/professional development on the subject of Confidentiality as approved by the Board. Any cost for this training shall be incurred by Bramel. Failure to provide the written proof on or before September 1, 2019 shall result in Certificate Number 200379760 being administratively suspended until such time as Bramel provides the proof.

Certificate Number 200379760 shall be placed under a probationary period of three (3) years. During this probationary period, Bramel shall not receive any disciplinary action from a school district. "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 by a tribunal and/or arbitration process. If Bramel receives disciplinary action during the probation period, Certificate Number 200379760 will be automatically suspended pending Board consideration.

Bramel 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*

1804605 Zachary Adams

Accept Agreed Order admonishing Adams for having inappropriate conversations with students via social media. The Board expects certified professionals to behave in a professional manner and to maintain professional relationships with students. Engaging in conversations of a sexual nature is wholly unprofessional and can be extremely injurious to a student's emotional well-being. The Board shall tolerate no further misconduct from Adams.

Certificate Number 201180683 is hereby suspended for a period of two (2) years from the date on which the Board approves this agreement. Adams shall neither apply for nor be issued any teaching and/or administrative certificate in the Commonwealth of Kentucky for the two (2) year suspension period.

After the two (2) year period has expired, Certificate Number 201180683 shall only be reinstated if the following



conditions are met:

1. Adams shall provide written proof to the Board that he has completed a course of training on the subject of Appropriate Student-Teacher Boundaries as approved by the Board. Any cost for said training will be incurred by Adams. Failure to provide said proof shall result in Certificate Number 201180683 continuing to be suspended until such time as Adams provides the proof.
2. Adams shall provide written proof to the Board that he has completed a course of training on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel as approved by the Board. Any cost for said training will be incurred by Adams. Failure to provide said proof shall result in Certificate Number 201180683 continuing to be suspended until such time as Adams provides the proof.

After the two (2) year period has expired, Certificate Number 201180683 shall be under a five (5) year probation, beginning the first day that Adams begins a new position that requires Kentucky educator certification. During the five (5) year probationary period, Adams shall abide by the following condition:

1. Adams shall receive no disciplinary action related to student-teacher boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Adams receives disciplinary action related to student-teacher boundaries during the probation period, any certificate issued to him will be automatically suspended pending Board consideration.

Adams 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*

1803149 James Patrick Tines

Accept Agreed Order admonishing Tines for not following the pre-existing plan that was put in place to manage a special needs student's behavior. Tines must be aware, as both an educator and an administrator, that such students require more nuanced disciplinary strategies, and must employ the proper methods no matter the situation.

Tines is further admonished for engaging in a relationship with a subordinate. While the Board recognizes that, in this instance, Tines did not coerce his subordinate or otherwise use his position as a supervisor in any undue way, having such a relationship still puts both his authority as an administrator and the educational environment at risk. The Board will tolerate no further misconduct from Tines.

By September 1, 2019, Tines shall submit to the Board written proof that he has taken a course of professional development/training on the subject of classroom management. Any course for said training shall be paid for by Tines. Failure to provide this written proof will result in Certificate No. 200206534 being administratively suspended until such time as Tines provides the proof.

By September 1, 2019, Tines shall submit to the Board written proof that he has taken a course of professional development/training on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel. Any course for said training shall be paid for by Tines. Failure to provide this written proof will result in Certificate No. 200206534 being administratively suspended until such time as Tines provides the proof.

Tines 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*

**Recommended Order**  
**Case Name**

1003157 Berry Ward

**Decision**

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 000015641 is revoked. The Respondent shall immediately surrender the original and all copies of his certificates by personal delivery or first class mail, to the Education

Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, KY 40601. The Respondent 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 the Respondent, or on his behalf, shall be denied.

**Vote:** *Unanimous*

1511823 Robin Shepherd

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 199701696 is revoked. The Respondent, Robin Shepherd, shall immediately surrender the original and all copies of her certificates by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, KY 40601. The Respondent 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 the Respondent, or on her behalf, shall be denied.

**Vote:** *Unanimous*

1011716 Nicole Finley

Accept the hearing officer's Findings of Fact, and Conclusions of Law and modify the Recommended Order. In the Recommended Order, paragraph 3 is to be stricken in its entirety and replaced with:

3. Respondent's teaching certificate is suspended for a period of thirty (30) days from the date of this order. Prior to reinstatement, Respondent shall satisfactorily complete and report to the Board that she has satisfied the following terms and conditions:
  - a. The Respondent shall be seen by an appropriate mental health official approved by the Board and at her own expense who will counsel her concerning anger control and maintaining appropriate professional boundaries;
  - b. The Respondent's teaching certificate shall not be reinstated unless and until that mental health official reports to the Board that in the mental health official's reasonable medical opinion, the Respondent can return to teaching without endangering the health, safety, and welfare of her students and colleagues;

- c. The mental health official's report shall include his or her professional opinion concerning the continuing treatment and counseling the Respondent should receive before and after she returns to teaching; and
- d. The Respondent's teaching certificate shall not be reinstated until she presents proof that she has satisfied the above conditions.

**Vote:** *Unanimous*

Deny Respondent's motion for Oral Argument.

**Vote:** *Unanimous*

*Motion made by Steven Thomas seconded by David Graham to adjourn the meeting.*

**Vote:** Unanimous

Meeting adjourned at 3:54 p.m.