

The actions delineated below were taken in open session of the EPSB at the April 8, 2019, 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), 300 Sower Boulevard, 5th Floor, Frankfort, KY 40601.

**Education Professional Standards Board (EPSB)
Minutes
Kentucky Department of Education
300 Sower Boulevard, 5th Floor, Frankfort, KY 40601**

Call to Order

Chair Sarah Burnett called the meeting to order at 9:02 a.m. ET. She read the mission statement to the Board and audience.

Roll Call

The following Board members were present during the April 8, 2019, EPSB meeting:

Melissa Bell, Sarah Burnett, Kim Chevalier, David Graham, Justin Mitchell, Daniel Morgan, Mike Nemes, Shad Sletto, Elizabeth Smith, Jamie Stickler, and Steven Thomas.

Donna Hedgepath, Ellen Murphy, Sherry Powers, and Rachel Watson were absent.

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

Approval of February 11, 2019 EPSB Meeting Minutes

Waiver of Student Teacher Placement for Shuyan Wu

2019-013

Motion made by Mr. David Graham, seconded by Mr. Shad Sletto, to approve the consent agenda items.

Vote: *Unanimous*

Report of the Commissioner

Report from the Education and Workforce Development Cabinet

Mike Nemes stated the Cabinet was continuing the work of transitioning Unemployment Centers into Workforce Career Centers. All EPSB Board members were confirmed during the legislative session.

Report from the Council on Postsecondary Education

Melissa Bell stated the Dual Credit Advisory Council met to discuss cost of delivery for dual credit courses and the need for general education pathways to seamlessly transition into postsecondary. The Annual Student Success Summit is April 15th and 16th. President Thompson is continuing his Listening Tour throughout the state.

Report of the Associate Commissioner

Rob Akers reflected on the continuation of work to provide flexibility for EPPs and districts in order to provide quality teachers in Kentucky. Mr. Akers stated that Dr. Eve Proffitt is continuing the School Leader program in collaboration with Western Kentucky University and Green River Educational Co-Op. The office is in the planning phase of developing a new online platform and is also testing a new online document submission for applications. Mr. Akers noted that last year there were over 100,000 pieces of mail from May to September in Certification and this new online process will streamline the process.

Legislative Update

Dr. Ellis provided an update on SB 116 and SB 135. Neither bill passed.

Other Updates

Dr. Ellis reported that the Educators Rising Conference was hosted in Bowling Green in March. There were 240 students and 27 schools represented. Dr. Lewis would like to start having conversations around certification requirements for deaf and hard of hearing, visually impaired and computer sciences.

Report of the Chair

Chair Burnett appointed David Graham as an alternate to the Waiver Committee.

Information/Discussion Items

Council for the Accreditation of Educator Preparation Advanced Program Standards

Ms. Allison Bell provided information on the advanced level standards for the Board's consideration and adoption in June.

EPSB Regulation Review, Part II

Ms. Cassie Trueblood explained HB 50's sunset provision to the Board, and their options when reviewing their regulations. Ms. Trueblood then presented the Board's remaining regulations that are set to expire on July 1, 2019.

Action Items

EPSB Regulation Review, Part I

2019-014

Motion made by Mr. Nemes, seconded by Ms. Kim Chevalier, to approve.

Vote: *Unanimous*

16 KAR 3:090. Agency Amendment

2019-015

Motion made by Ms. Chevalier, seconded by Mr. Justin Mitchell, to approve.

Vote: *Unanimous*

16 KAR 8:030. Continuing Education Option, Amendment

2019-016

Motion made by Mr. Sletto, seconded by Mr. Graham, to approve.

Vote: *Unanimous*

Thomas More University: Approval of Proficiency Plan

2019-017

Motion made by Mr. Sletto, seconded by Mr. Daniel Morgan, to approve.

Vote: *Unanimous*

Union College: Approval of Proficiency Plan

2019-018

Motion made by Mr. Graham, seconded by Mr. Morgan, to approve.

Vote: *Unanimous*

University of Louisville: Approval of Proficiency Plan

2019-019

Motion made by Mr. Morgan, seconded by Mr. Nemes, to approve.

Vote: *Unanimous*

Ms. Trueblood stated that all Proficiency Plans can be placed on the Consent Agenda in the future.

Waivers

The Waiver Committee did not have enough members to meet. All waivers will be presented to Board for approval.

2019-020

16 KAR 5:040. Request to Waive Required Number of Student Teaching Days Due to School Closings: Morehead State University and Union College

Motion made by Ms. Chevalier, seconded by Mr. Jamie Stickler, to approve the waiver.

Vote: *Unanimous*

2019-021

16 KAR 5:040. Request to Waive Required Number of Student Teaching Days for Andrew Stewart

Motion made by Mr. Sletto, seconded by Ms. Chevalier, to approve the waiver.

Vote: *Unanimous*

2019-022

16 KAR 5:020. Request to Waive the Admission Testing Requirement for an Initial Preparation Program under 16 KAR 5:030 for Proficiency Evaluation

Motion made by Mr. Sletto, seconded by Ms. Chevalier, to approve the waiver.

Vote: *Unanimous*

2019-023

16 KAR 3:050. Request to Waive Teaching Experience Requirement for Admission to a Principal Certification Program

Motion made by Ms. Chevalier, seconded by Mr. Stickler, to approve the waiver.

Vote: *Unanimous*

2019-024

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator

Motion made by Mr. Sletto, seconded by Ms. Chevalier, to approve the waiver.

Vote: *Unanimous*

2019-025

16 KAR 3:040. Request to Waive Requirement for a Director of Special Education to Hold Certification as a Special Education Teacher or School Psychologist

Motion made by Mr. Graham, seconded by Mr. Sletto, to approve the waiver.

Vote: *Unanimous (Ms. Chevalier recused)*

2019-026

16 KAR 2:010. Request to Waive Grade Level Restrictions for Four Owensboro Public Schools Teachers

Motion made by Mr. Nemes, seconded by Mr. Sletto, to approve the waiver.

Vote: *Unanimous*

Board Comments

There were no Board comments.

Motion made by Mr. Morgan 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 Mr. Graham seconded by Mr. Morgan, to return to open session.

Vote: *Unanimous*

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

Sarah Burnett, Kim Chevalier, David Graham, Justin Mitchell, Daniel Morgan, Shad Sletto, Elizabeth Smith, Jamie Stickler, and Steven Thomas.

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

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
190127	Defer for Training
190155	Admonish & Training
190137	Admonish
190117	Attorney Review
1902165	Attorney Review
1902167	Attorney Review
18111353	Attorney Review

1806925	Attorney Review
18111367	Attorney Review
1902157	Attorney Review
18111327	Defer for Training
190125	Defer for Training
18101289	Attorney Review
190123	Admonish & Training
1902211	Admonish & Training
190129	Admonish & Training
19017	Defer for Training
190119	Attorney Review
18111351	Attorney Review
190143	Attorney Review
190139	Attorney Review
1806905	Attorney Review
190145	No Further Action
18111349	Admonish & Training
18111383	Defer for Training
190131	Dismissed
190157	Attorney Review
1902223	Attorney Review
19019	Admonish & Training
190149	Admonish
1902185	Admonish
190135	Admonish & Training
1902191	Attorney Review
18101269	Attorney Review
190169	Dismissed
190165	Defer for Training
190173	Defer for Training
190179	Dismissed
190177	Defer for Training
190193	Dismissed
190195	Dismissed
190191	Dismissed
190189	Dismissed
190187	Dismissed
190185	Dismissed
190181	Defer for Training
190199	Dismissed
190171	Dismissed
190197	Dismissed
190163	Defer for Training
190167	Dismissed
190159	Defer for Training
1902213	Defer for Training

19015	Defer for Training
190141	Attorney Review
1902179	Admonish & Training
1805817	Refer to Hearing
18081123	Refer to Hearing
1806901	Refer to Hearing
1310724	Refer to Hearing
1405291	No Further Action
1412864	Refer to Hearing
1309681	Refer to Hearing
17101455	Refer to Hearing
1804589	Dismissed
1804625	Attorney Review
1805821	Attorney Review
1804599	Attorney Review
1803261	Attorney Review
1804557	Attorney Review
1805801	Attorney Review
17121543	No Further Action
1611943	No Further Action
1702127	No Further Action
17071273	No Further Action
1011679	Dismissed
18081093	Dismissed
1807999	Dismissed
18101267	Dismissed
1806903	Dismissed
1803193	Dismissed
1803191	Dismissed
18071029	Dismissed
18111341	Dismissed
1806919	Dismissed
1806893	Dismissed
1608541	Dismissed
1803341	Dismissed
1804555	Dismissed
1804587	Dismissed
1804563	Dismissed
1804547	Dismissed
1804561	Dismissed
1804549	Dismissed
1804579	Dismissed
1804559	Dismissed
1806941	Dismissed
1806939	Dismissed
1806945	Dismissed

18081131	Dismissed
18081183	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
182348	Approve
19147	Approve
19133	Approve
19160	Approve
19182	Approve
19179	Approve
19209	Approve
19210	Approve
19237	Approve
19254	Approve
19311	Approve
19345	Approve
19359	Approve
19364	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.
19117	Approve
19119	Approve
19120	Approve
19127	Approve
19122	Approve
19134	Approve
19145	Approve
19149	Approve
19150	Approve
18201	Approve
19163	Approve
181	Approve
19171	Approve
19173	Approve
19129	Approve
19188	Approve
19199	Approve
19212	Approve
19218	Approve
19220	Approve
19131	Approve
19238	Approve
19240	Approve
19252	Approve
19256	Approve

19268 Approve
19299 Approve
19227 Approve
19350 Approve

Agreed Orders

Case Number

1806907 Richard Johnson

Decision

Accept Agreed Order admonishing Johnson for his lack of professional judgment in interactions with students. As an education professional, it is Johnson's responsibility to set and maintain appropriate boundaries with all students.

Certificate Number 201104462 is suspended from the period of May 26, 2018 to May 26, 2020. Johnson shall not apply for nor be granted any Kentucky teaching or administrative certificate or certificate renewal until the suspension period has ended.

Once the suspension period has ended, and prior to accepting any position requiring Kentucky teacher certification, Johnson shall provide proof that he has completed a course of training/professional development on the subject of appropriate teacher/student boundaries. Any cost for said training shall be paid for by Johnson. If Johnson does not submit the proof prior to accepting a position requiring Kentucky teacher certification, Certificate Number 201104462 shall be administratively suspended until such time as Johnson provides the proof.

Once the suspension period has ended, and prior to accepting any position requiring Kentucky teacher certification, Johnson shall provide proof that he has completed a course of training/professional development on the subject of Appropriate Use of Social Media. Any cost for said training shall be paid for by Johnson. If Johnson does not submit the proof prior to accepting a position requiring Kentucky teacher certification, Certificate Number 201104462 shall be administratively suspended until such time as Johnson provides the proof.

Once the suspension period has ended, and upon Johnson accepting any position requiring Kentucky teacher certification, Certificate Number 201104462 shall be under a two (2) year probationary period. During the probationary period, Johnson shall not receive any discipline from a Kentucky school district relating to teacher/student boundaries. If Johnson fails to uphold this condition, Certificate Number 201104462 shall be administratively suspended pending further Board review and disposition.

“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, 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.

Johnson 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*

18081087 Derrick Ford

Accept Agreed Order admonishing Ford for his lack of professional judgment in interactions with students. Exchanging personal text messages with students is inappropriate no matter the intent. As an education professional, it is Ford’s responsibility to set and maintain appropriate boundaries with all students.

Certificate Number 201153195 is retroactively suspended for the period of July 1, 2018 to August 14, 2018, a period of forty-five (45) days.

On or before April 1, 2020 Ford shall provide written proof to the Board that he has completed a course of professional development/training on the topic of Appropriate Student Teacher Boundaries. Any expense for said training shall be paid for by Ford. Failure to provide the written proof prior to April 1, 2020 will result in Certificate Number 201153195 being administratively suspended until such time as Ford provides the proof.

From the date that the Board approves this Agreed Order, Certificate Number 201153195 shall be subject to the following probationary condition for five (5) years starting on his first day of employment:

Ford shall receive no disciplinary action related to student/teacher boundaries 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. If Ford receives disciplinary action related to student/teacher boundaries during the probation period, his certificate will be automatically suspended pending Board review and disposition.

Ford 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*

17121595 Paul Wagers

Accept Agreed Order admonishing Wagers for exercising poor professional judgment. The Board reminds Wagers of his ethical duty to take reasonable measures to exemplify behaviors which maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct from Wagers.

On or before September 1, 2019, Wagers shall provide written proof to the Board that he has completed a course on educator ethics training as approved by the Board. Wagers shall pay any expense incurred. If Wagers fails to satisfy this condition, Certificate Number 200701804 shall be administratively suspended until such condition is satisfied.

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

Vote: *Unanimous*

18111333 Stephen Burch

Accept Agreed Order retroactively suspending Administrative Certificate Number 200233644, Professional Certificate For Instructional Leadership-Principal, All Grades, Level 2, for a period of two (2) years from November 7, 2018 through November 7, 2020. Burch shall be prohibited from applying for any additional administrative certificates during the two (2) year period.

Prior to reinstatement of Administrative Certificate Number 200233644, Burch shall complete the following reinstatement conditions:

1. Burch shall provide written proof that he has

received professional development/training in the area of sexual harassment awareness, as approved by the Board. Any expense incurred for said training shall be paid by Burch.

2. Burch shall provide written proof to the Board that he has completed professional development/training in the area of educator ethics, as approved by the Board. Any expense incurred for said training shall be paid by Burch.
3. Burch shall provide written proof that he has received professional development/training in the area of appropriate use of social media, as approved by the Board. Any expense incurred for said training shall be paid by Burch.

If Burch fails to satisfy these conditions prior to the conclusion of the two (2) year suspension period, Administrative Certificate Number 200233644 shall not be reinstated until Burch completes the required training and provides the appropriate written proof to the Board.

Burch 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*

18071037 Meagan Allan-Patrick

Accept Agreed Order admonishing Allan-Patrick for certification. The Board will not tolerate any further incidents of misconduct from Allan-Patrick.

1. On or before August 1, 2019, Allan-Patrick shall provide written proof to the Board that she has completed a course on educator ethics training as approved by the Board. Allan-Patrick shall pay any expense incurred. If Allan-Patrick fails to satisfy this condition, Certificate Number 201162254 shall be administratively suspended until such condition is satisfied.
2. On or before August 1, 2019, Allan-Patrick shall provide written proof to the Board from a Kentucky licensed or certified psychiatrist or mental health professional that she has complied

with a comprehensive evaluation and is fit to be in the classroom, 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, Allan-Patrick shall provide the Board with yearly written reports that she is compliant with all treatment recommendations and is not a danger to herself or others. Allan-Patrick shall pay any expense incurred. If Allan-Patrick fails to satisfy this condition, Certificate Number 201162254 shall be administratively suspended until such condition is satisfied.

Allan-Patrick 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*

17121605 Esther Haley

Accept Agreed Order retroactively revoking Certificate Number 199604197 for three (3) years from March 14, 2016 through March 14, 2019.

In addition to any testing and/or educational requirements, prior to reissuance of Certificate Number 199604197, Haley shall comply with the following reissuance conditions:

1. Haley shall provide written proof to the Board that she has been evaluated by a licensed or certified physician 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. Haley shall pay any expense incurred. If Haley fails to satisfy this condition, Certificate Number 199604197 shall not be reissued until such condition is satisfied.
2. Haley shall submit written proof to the Board that she 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. Haley shall pay any

expense incurred. If Haley fails to satisfy this condition, Certificate Number 199604197 shall not be reissued until such condition is satisfied.

Certificate Number 199604197, including any and all endorsements, is hereby subject to the following permanent probationary conditions:

1. Haley shall not refuse or fail any drug test requested by any school district she is employed. Furthermore, Haley 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 Haley fails to satisfy this condition in its entirety, Certificate Number 199604197 shall be automatically suspended pending review and disposition by the Board
2. Haley 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 Haley 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 Haley fails to comply with this condition in its entirety, Certificate Number 199604197 shall be administratively suspended pending Board review and disposition.

Haley 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*

140265 Robert Massie

Accept Agreed Order stating Certificate Number 000020046 is expired. Massie 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 Massie, or on his behalf,

shall be denied.

Vote: *Unanimous*

1407442 Joseph Chappell

Accept Agreed Order retroactively suspending Certificate Number 200003288 from January 27, 2014 through January 31, 2014.

In addition, Chappell is admonished for failing to disclose that he was the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of professional standards on an application for employment while this case was pending. The Board reminds Chappell that as a certified educator in Kentucky he must exemplify behaviors that maintain the dignity and integrity of the profession, which would include ensuring he is accurate and forthcoming on all applications for employment.

Furthermore, Certificate Number 200003288 shall be subject to the following probationary condition for a period of four (4) years:

1. Chappell shall not receive any disciplinary action from any school district in which he is employed. If Chappell fails to satisfy this condition, Certificate Number 200003288 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.

Chappell 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*

1803335 Leann Majors

Accept Agreed Order stating Majors shall not participate in

state testing until she provides written proof to the Board that she has completed Administration Code training. If Majors fails to satisfy this condition, Certificate Number 200009385 shall be administratively suspended until she provides the appropriate written proof to the Board. Majors 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*

1803207 Ameliah Leonhardt

Accept Agreed Order stating Leonhardt is not currently employed in the Kentucky public school system. Prior to accepting a certified position in Kentucky, Leonhardt shall first submit written proof to the Board that she has completed Administration Code Training, as approved by the Board. If Leonhardt fails to satisfy this condition prior to accepting certified employment, Certificate Number 201154475 shall be administratively suspended until such condition is satisfied. Leonhardt 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*

1506311 Peter Lee

Accept Agreed Order stating Certificate Number 000048134 is revoked. Lee shall immediately surrender the original and all copies of this certificate to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601. Lee shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

Lee 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*

1405251 Rebekah Staten

Accept Agreed Order suspending Certificate Number XXX-XX-9498 for a period of two (2) years from the date the Board approves this Order. Upon acceptance of this agreement by the Board, Staten shall surrender the original and all copies of his certificate, by hand delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd, 5th Floor, Frankfort, Kentucky 40601.

Prior to accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Staten shall submit written proof to the Board that she has completed twelve (12) hours of professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Staten. If Staten fails to satisfy this condition, certificate number XXX-XX-9498 shall be automatically suspended until she completes the required training and provides the appropriate written proof to the Board.

Further, upon accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Staten's teaching certificate shall be on lifetime probation subject to the following probationary conditions:

1. Staten shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky relating to inappropriate contact/relationship with students. "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 tribunal/ or arbitration process. If Staten fails to satisfy this condition, any certificate issued to Staten shall be automatically suspended pending further board review and disposition.

If Staten fails to satisfy any of the above conditions, certificate number XXX-XX-9489 shall be automatically suspended for a period of one (1) year, and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1312906 Clarice Morbley

Accept Agreed Order retroactively suspending Certificate Number XXX-XX-6650 for a period of two (2) years from January 1, 2015 to January 1, 2017.

Morabley is not currently employed in the education field, and has no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky:

1. Morbley shall submit written proof to the Board that she has completed six (6) hours of professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Morbley. If Morbley fails to satisfy this condition, certificate number XXX-XX-6650 shall be automatically suspended until she completes the required training and provides the appropriate written proof to the Board.
2. Morbley shall complete a course on anger management by a qualified provider, as approved by the Board. Any expense required shall be paid by Morbley.
3. Morbley shall not receive any disciplinary action involving inappropriate interactions with students from any school district in which 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, 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.

If Morbley fails to satisfy any of the above conditions, certificate number XXX-XX-6650 shall be automatically suspended until review by the Board, and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1702249 Harold Isable

Accept Agreed Order stating Isable voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 201149832, 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, Isable shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., Fifth Floor, Frankfort, Kentucky 40601.

Vote: Unanimous

1405266 Julie Brown

Accept Agreed Order retroactively suspending certificate number 200304303 for a period of five (5) days from March 3, 2014 to March 7, 2014.

Brown has submitted proof of completion for thirty nine (39) hours of professional development training.

Brown 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

CF 19103 Ervin Mason

Accept Agreed Order stating Mason 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. Mason shall submit current 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. Mason shall pay any expense incurred.

Additionally, Mason shall submit written proof to the Board that he has completed six (6) hours of educator ethics training, as approved by the Board by September 1, 2019. Mason shall pay any expense incurred.

Any and all certificates issued to Mason shall be subject to a five (5) year probationary period with the following conditions:

1. Mason 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 Mason is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the

Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Mason's certificate being automatically suspended pending Board review and disposition.

2. Mason shall have no disciplinary action involving use of alcohol or any illegal substance by any school district in which he is employed. If Mason fails to satisfy this condition, any and all certificates issued to him shall be 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.

3. Mason shall submit written proof of sobriety and compliance with any recommendations made by the treatment provider to the Board within three (3) months of the initial evaluation. Additionally, Mason shall provide updates every three (3) months showing sobriety and compliance with treatment recommendations until he completes all recommendations. Any expense required to satisfy this condition shall be paid by Mason. Failure to comply with this condition will result in Mason's certificate being automatically suspended pending Board review and disposition.
4. Mason shall submit a copy of his federal background check by July 1st of each year. Any expense required to satisfy this condition shall be paid by Mason. Failure to comply with this condition will result in Mason's certificate being automatically suspended pending Board review and disposition.

Vote: *Unanimous*

1405295 Lana Horn

Accept Agreed Order suspending certificate number

000020878 for forty-five (45) days.

Horn is not currently employed in a position that requires Kentucky teacher certification and does not intend to come back to an educator position. However, should she choose to, prior to beginning a position that requires certification:

1. Horn shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor as approved by the Board and shall present written evidence to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations. If Horn requires continued treatment as recommended by the counselor, she shall submit quarterly written progress reports from her chemical dependency counselor until such time as the counselor releases her from her treatments. Any expense shall be paid for by Horn.
2. Horn shall provide written proof to the Board that she has taken twelve (12) hours of professional development/training on the topic of the Professional Code of Ethics for Kentucky School Certified Personnel as approved by the Board. Any expense for this professional development/training shall be paid for by Horn.

If Horn should accept a position that requires Kentucky Teacher certification, Certificate 000020878 shall be under a two (2) year probationary period starting from the date she begins her employment and shall be subject to the following condition:

1. In accordance with KRS 161.175, Horn shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Horn.

2. During the probationary period, Horn shall not receive any disciplinary action 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.

Failure to uphold these conditions will result in Certificate 000020878 being administratively suspended pending further Board review and disposition.

Horn 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*

1312877 John Brown

Accept Agreed Order stating Brown 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 Brown. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Brown or on his behalf.

Brown 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*

1502106 Jeffrey Robbins

Accept Agreed Order admonishing Robbins for his lack of professional judgment in interactions with students. Exchanging personal messages and sharing tobacco products with students is inappropriate no matter the intent. As an education professional, it is Robbin’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.

Certificate Number 201110831 is suspended from June 3, 2019 through August 11, 2019.

Robbins has submitted nine (9) hours of professional development training in regards to positive behaviors in the school.

Robbins has submitted written proof of completion of two (2) hours of HR training that covered sexual harassment and appropriate student-teacher boundaries.

Robbins has submitted written proof of completion of one and a half (1.5) hours of student trauma, care, and prevention.

Robbins has submitted proof of completion of vaping 101 as a substitute for Tobacco awareness training.

Upon reinstatement, Certificate Number 201110831 and any future endorsements or new areas of certification, shall be subject to the following five (5) year probationary conditions:

1. Robbins shall not receive any disciplinary action from any school district in which 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, 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.

2. Robbins shall continue to meet with his mentor for guidance as necessary.

If Robbins fails to complete the terms of his probation, his certificate shall be suspended pending further review of the Board.

Robbins 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*

18111373 Travis Cox

Accept Agreed Order retroactively suspending Certificate Number 201149734 for a period of five (5) days, from October 31, 2018 through November 5, 2018.

Cox is admonished for exercising poor professional judgment. The Board reminds Cox 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 Cox.

Certificate Number 201149734, including any and all endorsements, is hereby subject to the following probationary conditions for a period of three (3) years:

1. On or before October 1, 2019, Cox 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. Cox shall pay any expense incurred. If Cox fails to satisfy this condition, Certificate Number 201149734 shall be administratively suspended until such condition is satisfied.
2. During the probationary period, Cox 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 Cox fails to satisfy this condition, Certificate Number 201149734 shall be automatically suspended pending review and disposition by the Board.

Cox 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*

1804665 Forrest Clay

Accept Agreed Order admonishing Clay for exercising poor classroom management and for using physical force on a student. The Board reminds Clay that he has a duty to protect the health and safety of students and to set a positive example for his students. The Board will not tolerate any further incidents of misconduct from Clay.

1. Clay shall provide written proof to the Board by October 1, 2019 that he has completed professional development or training on classroom management/de-escalation techniques, as approved by the Board. Clay shall pay any expense incurred. If Clay fails to provide written proof by June 1, 2019, Certificate Number 201207465 shall be administratively suspended until proof is provided to the Board.

Clay 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*

18111377 Tonya Austin

Accept Agreed Order suspending Certificate Number 199602110 for forty-five (45) days from June 10, 2019 to July 25, 2019.

Austin has provided written proof from a licensed CSW therapist that she has completed mental health and substance abuse assessments and is fit for duty.

Certificate Number 199602110, including any and all endorsements, is hereby subject to the following probationary condition for a period of two (2) years:

1. Austin shall not fail or refuse any drug screening or receive any disciplinary action from any school district in which 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 Austin fails to satisfy this condition, Certificate Number 199602110 shall be

automatically suspended pending review and disposition by the Board.

Austin 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*

1804639 Julester Bennett

Accept Agreed Order admonishing Bennett for exercising poor professional judgment. The Board reminds Bennett 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 Bennett.

Bennett has provided written proof to the Board that she successfully completed a course on educator ethics and a course in diversity training.

Bennett 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*

1505265 Julie Age

Accept Agreed Order stating Age voluntarily, knowingly, and intelligently surrenders Certificate Number 201127045, 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, Age shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1408526 Josiah Roberts

Accept Agreed Order admonishing Roberts for failing to appropriately manage his classroom. An educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When an educator fails to maintain appropriate behavior in his classroom, students are at risk of harm.

Roberts' certificate is currently expired and he has no intention of returning to the classroom. However, prior to accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Roberts shall submit written proof to the Board that he has completed twelve (12) hours of professional development training in the areas of classroom management and educator ethics, as approved by the Board. Any expense required for said training shall be paid by Roberts.

Further, upon accepting any teaching and/or administrative position, in any capacity, in any school district in the Commonwealth of Kentucky, Robert's teaching certificate shall be on probation for a period of two (2) years and subject to the following probationary conditions:

1. During the probationary period, Roberts shall not receive any disciplinary action 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 tribunal/ or arbitration process. If Roberts fails to satisfy this condition, any certificate issued to Roberts shall be automatically suspended pending further board review and disposition.

Roberts 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*

1405291 Tonya Barnard

Accept Agreed Order stating Certificate Number 200229094 is expired. Barnard agrees to 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 Barnard or on her behalf shall be denied.

Vote: *Unanimous*

18101277 Leroy Smith

Accept Agreed Order admonishing Smith for the use of

physical force on a student. The Board reminds Smith that he has a duty to protect the health and safety of students and to set a positive example for his students. The Board will not tolerate any further incidents of misconduct from Smith.

Smith shall provide written proof to the Board by August 1, 2019 that he has completed three (3) hours of professional development or training on de-escalation techniques, as approved by the Board. Smith shall pay any expense incurred. If Smith fails to provide proof of completion, his certification shall be suspended pending further review of the Board.

Additionally, Smith's teaching certificate shall be on a probationary period of two (2) years with the following conditions:

1. Smith shall receive no disciplinary action from any school district in which he is employed during the probationary period.

"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.

If Smith fails to satisfy this condition, Certificate Number 201202287 shall be administratively suspended pending Board review and disposition.

Smith 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*

0706106 Pamela Puryear

Accept Agreed Order suspending Certificate Number 199900554 from June 6, 2019 to July 31, 2019.

Prior to reinstatement, Puryear shall submit written proof of completion to the Board of twelve (12) hours of ethics training and at least one course on appropriate fiscal management of schools funds. Any expense required for training shall be paid by Puryear.

Puryear shall submit a state and federal background check to the Board with each renewal application.

Upon reinstatement, certificate number 199900554, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for a period of five (5) year probation from the date of issuance:

1. Puryear shall receive no further disciplinary action by any school district nor any criminal convictions in the United States.

“Disciplinary action” is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If 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.

By entering into this Agreed Order, Puryear agrees that should she fail to satisfy any of these conditions during the probationary period, certificate number 199900554 shall be automatically suspended pending Board review and disposition.

Vote: *Unanimous*

1405262 Bruce Allen

Accept Agreed Order retroactively suspending Allen’s certificate for suspended five (5) days from October 17, 2013 to October 24, 2013.

Allen is admonished for lack of professional judgment in regards to laptop storage. Allen is reminded that he shall strive to uphold the responsibilities of the education profession.

Allen has provided proof of completion for eighteen (18) hours of professional development training in technology management.

Allen 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*

17121657 Christopher Adams

Accept Agreed Order suspending Certificate Number 201133436 beginning June 5, 2019 until August 4, 2019.

Adams is admonished for inappropriate (non-sexual) physical contact with a student. The Board reminds Adams that as a certified educator in the Commonwealth of Kentucky, he has a duty to take reasonable measure to protect the health, safety, and emotional well-being of students. The Board will not tolerate any other incidents of misconduct by Adams.

Adams shall provide written proof to the Board that he has completed twelve (12) hours of professional development training focusing on anger management and classroom management: addressing challenging behaviors by September 1, 2019. Any expense involved in meeting this requirement shall be paid by Adams. If Adams to satisfy this condition, Certificate Number 201133436 shall be automatically suspended until the condition is met.

Furthermore, upon acceptance of a certified position, Certificate Number 201133436 shall be on a two (2) year probation with the following condition:

1. During the probationary period, Adams shall not receive any disciplinary action. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested by either tribunal or arbitration process. If Adams fails to satisfy this condition, Certificate Number 201133436 shall be automatically suspended pending further investigation by the Board.

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

Vote: *Unanimous*

1705912 Brian Ward

Accept Agreed Order suspending Certificate Number 199603212 for sixty (60) days beginning May 31, 2019 to July 31, 2019.

Ward is admonished for conduct unbecoming a teacher, specifically for inappropriate messages to a minor student. The Board reminds Ward 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 Ward.

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

1. Ward shall provide written proof to the Board that he has successfully completed seven (7) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Ward;
2. Ward has submitted proof of five (5) hours of Professional development training on Educator Ethics.
3. Ward 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 Ward;
4. Ward 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 Ward.

Furthermore, any and all certificates issued or reinstated to Ward by the Board shall be on a five (5) year probation and subject to the following probationary conditions:

1. During the probationary period, Ward shall not receive any disciplinary action related to student boundary issues 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 Ward fails to satisfy this condition, Certificate Number 199603212, or any other Certificate issues to Ward shall be automatically suspended pending the Board’s action.

Ward 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*

190145 Savanna Jo Porter

Accept Agreed Order stating Porter voluntarily, knowingly, and intelligently surrenders Certificate Number 201203650, 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, Porter shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1412841 Sandra Lamb

Accept Agreed Order suspending certificate number 199701261 for a period of six (6) months.

Lamb has not been in the classroom since 2015 and has no immediate plans to return to the education profession. However, prior to accepting a certified position in the Commonwealth, Lamb shall:

1. Submit written proof to the Board that she has completed twelve (12) hours of professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Lamb.
2. Undergo a substance abuse assessment by a Board approved provider and comply with any treatment recommendations. She shall submit written proof to the Board that she has completed the assessment. Any expense required for said assessment and follow-up shall be paid for by Lamb.

Further, Lamb's teaching certificate shall be on probation for a period of five (5) years and subject to the following probationary conditions:

1. If the substance abuse assessment resulted in any recommendations, Lamb shall submit proof of compliance with the recommendations within thirty (30) days of the initial assessment and every three (3) months thereafter until successful completion.
2. During the probationary period, Lamb shall not receive any disciplinary action from any school in the Commonwealth.

"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 tribunal or arbitration process.

If Lamb fails to satisfy any of the above conditions, certificate number 199701261 shall be automatically suspended and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1805807 Adam Sparks

Accept Agreed Order admonishing for falsifying documents to obtain certification in another district. Honesty and integrity in the application process are key to both the Board's mission and Sparks's ethical obligations. Attempting to circumvent this requirement shows both disrespect for the profession, and an ethical failure on

Sparks's part. The Board will not tolerate further dishonest behavior from Sparks.

Sparks is not currently employed in the field of education in the Commonwealth of Kentucky. Prior to accepting a position that requires Kentucky certification, Sparks shall provide written proof to the Board that he has taken a course of training/professional development on the topic of the Professional Code of Ethics for Kentucky School Certified Personnel. Any cost for said training shall be paid for by Sparks. Failure to provide said proof prior to taking a position requiring certification will result in Certificate Number 201128873 being administratively suspended until such time as Sparks provides the proof.

Upon accepting a position requiring Kentucky certification, any and all Kentucky certificates granted to Sparks shall be placed under a permanent probation. During the term of this probation, Sparks shall not make or cause to be made any false or misleading statement or conceal any material fact in obtaining issuance or renewal of any certificate, nor shall he knowingly falsify or misrepresent records of facts relating to his own qualifications or those of other professionals. Failure to comply with this condition will result in any certificate issued to Sparks being automatically suspended pending Board review and disposition.

Sparks 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*

18101271 Rekkai Steed

Accept Agreed Order admonishing Steed for allowing a guest speaker to improperly distribute prescription drugs to students. An educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. Distributing a prescription medication or allowing one to be distributed to students without the permission of parents or the administration shows poor judgment and a lack of proper concern for students' well-being.

Steed is further admonished for creating a club at school without prior authorization and taking students out of class without the permission of parents or the administration. Maximizing students' instructional time at school is

paramount to the education program working as intended. Depriving students of that instructional time for an unapproved activity is potentially harmful to the students' education, and disrespectful to the time and efforts of Steed's colleagues.

Certificate Number 200210320 is retroactively suspended for the period of July 1, 2018 to January 1, 2019, a period of five (5) months.

On or before April 1, 2020 Steed shall provide proof to the Board that he has taken a course of training/professional development on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel. Any expense for this training shall be paid for by Steed. Failure to provide the proof by April 1, 2020 will result in Certificate Number 200210320 being administratively suspended until such time as Steed provides the proof.

Steed is not currently employed in the classroom. If Steed accepts a new position requiring Kentucky certification, Certificate Number 200210320 will be under a three (3) year probation starting the first day of his employment and subject to the following probationary condition:

Steed shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. If Steed fails to satisfy this condition, Certificate Number 200210320 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“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 Steed 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.

Steed 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*

1804611 Melissa Edens

Accept Agreed Order stating Certificate Number 200003488 is revoked. For a period of three (3) years from the date the Board signs this Order, Edens shall neither apply for nor be issued a teaching or administrative certificate in the Commonwealth of Kentucky. Upon acceptance of this agreement by the Board, Edens shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

Edens has provided written proof that she has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board.

In addition to the standard requirements of the application process, before Edens shall be reissued any certificate after the three (3) year period, she must comply with the following:

Prior to being issued a certificate, Edens shall submit written proof to the Board, from a licensed/certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as an educator, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Edens 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 Edens from treatment. Edens shall pay any expense incurred. Failure to provide this proof prior to applying for a certificate shall result in any application by Edens being automatically denied until such proof is provided.

Prior to being issued a certificate, Edens shall submit written proof to the Board that she has taken 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 paid by Edens.

Failure to provide proof of this training prior to applying for a certificate shall result in any application by Edens being automatically denied until such proof is provided.

Any new certificates issued to Edens shall be subject to the following permanent probationary conditions:

Edens 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 Edens 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 any certificate issued to Edens being permanently revoked.

Edens shall receive no disciplinary action involving any controlled substance or alcohol. "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 Edens being permanently revoked.

Vote: *Unanimous*

18111371 Bryan Flachbart

Accept Agreed Order admonishing Flachbart for conduct unbecoming a teacher and inappropriate use of technology. As an administrator, Flachbart has a duty to his profession and his colleagues to provide an appropriate work environment. The Board reminds Flachbart that, as an educator, he must exemplify behaviors which maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct by Flachbart.

Certificate Number 200501572 is retroactively suspended for the period of October 4, 2018 through October 12, 2018.

On or before April 1, 2020, Flachbart shall submit written proof to the board that he has taken a course of training/professional development on the subject of sexual harassment in the workforce as approved by the Board. Any cost for said training shall be paid for by Flachbart. Failure to provide proof prior to April 1, 2020 shall result in

Certificate Number 200501572 being administratively suspended until such time as Flachbart provides the proof.

On or before April 1, 2020, Flachbart shall submit written proof to the board that he has taken a course of training/professional development on the subject 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 Flachbart. Failure to provide proof prior to April 1, 2020 shall result in Certificate Number 200501572 being administratively suspended until such time as Flachbart provides the proof.

Flachbart 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 1932 Jeryll Knight

Accept Agreed Order stating Knight 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 also provided proof of the following:

Knight shall provide written proof that he has completed a course of training or professional development on the topic of the Professional Code of Ethics for Kentucky School Certified Personnel. Any cost for said training shall be paid for by Knight. Failure to provide said proof will result in any applications by Knight until such proof is provided.

Knight shall provide written proof that he has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Knight 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 Knight. Failure to provide said proof will result in any applications by Knight being denied until such proof is provided.

Knight shall provide written proof that he has complied with all conditions of probation as required in Warren circuit

court case 12-CR-00372. Failure to provide said proof will result in any applications by Knight being denied until such proof is provided.

Any and all certificates issued to Knight shall be subject to a permanent probationary period with the following condition:

1. Knight shall not be convicted of nor enter a guilty or no contest plea to any felony or misdemeanor charges. If Knight is convicted of, or enters a guilty or no contest plea, to any felony or misdemeanor charges, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Knight's certificate being automatically suspended pending Board review and disposition.
2. For the first five (5) years of the probationary period, Knight 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 Knight. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Knight or on his behalf.

Knight 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*

1506397 Stacey Higgs

Accept Agreed Order stating on or before February 1, 2020, Higgs shall provide written proof to the Board that she has completed three (3) hours of training/professional development on the subject of classroom management. Any cost associated with said training shall be paid for by Higgs. If Higgs fails to provide the required proof by February 1, 2020, Certificate Number 200102888 shall be administratively suspended until such time as Higgs provides the proof.

Higgs 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*

CF 1985 Johnna Connelley

Accept Agreed Order stating Connelley 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 also provided proof of the following:

Connelley shall provide written proof that she has completed a course of training or professional development on the topic of the Professional Code of Ethics for Kentucky School Certified Personnel. Any cost for said training shall be paid for by Connelley. Failure to provide said proof will result in any applications by Connelley until such proof is provided.

Connelley shall provide written proof that she has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Connelley shall also submit written proof to the Board that she 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 Connelley. Failure to provide said proof will result in any applications by Connelley being denied until such proof is provided.

Any and all certificates issued to Connelley shall be subject to a permanent probationary period with the following condition:

1. Connelley shall not be convicted of nor enter a guilty or no contest plea to any felony or misdemeanor charges involved controlled substances and/or alcohol. If Connelley is convicted of, or enters a guilty or no contest plea, to any felony or misdemeanor charges related to controlled substances and/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 Connelley's certificate being automatically suspended pending Board review and disposition.
2. Connelley shall submit with any application for renewal of her certification(s) and/or for additional certification(s) a

clean drug screen as performed by a provider approved by the Board. Any expense required to satisfy this condition shall be paid by Connelley. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Connelley or on her behalf.

Connelley 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*

1804675 Nicholas Jones

Accept Agreed Order stating on or before February 1, 2020, Jones shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a mental health assessment, 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. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Jones 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 Jones from treatment. Jones shall pay any expense incurred. Should Jones fail to provide proof that he has met this condition, Certificate Number 201168745 shall be automatically suspended for a period of thirty (30) days and shall remain suspended until Jones completes the requirements and provides the appropriate written proof to the Board.

On or before February 1, 2020, Jones shall provide written proof to the Board that he has completed a course of training/professional development on the subject of Professionalism. Any cost for said training shall be paid for by Jones. Failure to provide the written proof by February 1, 2020 will result in Certificate Number 201168745 being administratively suspended until such time as Jones provides the proof.

Jones 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*

1803219 Mary Suzanne Pick

Accept Agreed Order stating Pick is currently retired and has no immediate intention of returning to the classroom. Upon acceptance of this agreement by the Board, Pick shall not participate in state testing until she provides written proof to the Board that she has completed Administration Code training. If Pick fails to satisfy this condition, Certificate Number 200173203 shall be administratively suspended until she provides the appropriate written proof to the Board. Pick 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*

1703535 Chelsea Vallandingham

Accept Agreed Order stating Vallandingham is not currently employed in the education field, and has no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Vallandingham shall provide written proof to the Board that she has completed Professionalism training, as approved by the Board. Vallandingham shall pay any expense incurred. If Vallandingham fails to satisfy this condition prior to accepting certified employment, Certificate Number 201115086 shall be administratively suspended until such condition is satisfied. Vallandingham 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*

1611923 Jodi Anderson

Accept Agreed Order stating Certificate Number 000069267 shall be revoked for a period of three (3) years to begin on September 23, 2016. Anderson shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board.

In addition to any testing and/or educational requirements necessary for issuance at the time, reissuance of Certificate

Number 000069267 shall be conditioned on successful completion of the following conditions:

1. Anderson shall provide written proof to the Board from a licensed or certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive 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. Anderson shall pay any expense incurred.
2. Anderson shall provide written proof to the Board that she has completed at least six (6) hours of classroom and/or behavior management training, as approved by the Board. Anderson shall pay any expense incurred.
3. Anderson shall provide written proof to the Board that she has completed at least six (6) hours of educator ethics training, as approved by the Board. Anderson shall pay any expense incurred.

Upon reissuance, Certificate Number 000069267 shall be subject to the following conditions for a period of three (3) years:

1. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Anderson shall provide the Board with semiannual written progress reports due on January 1st and July 1st, until she is released from treatment or the probationary period ends, whichever occurs first. Anderson shall pay any expense incurred. If Anderson fails to satisfy this condition, Certificate Number 000069267 shall be administratively suspended until such condition is satisfied.
2. Anderson shall not teach in a self-contained special education classroom. By September 1st of each year that Anderson is employed in a certified position, she shall have her principal or other knowledgeable supervisor provide the Board with a letter certifying that she is complying with this condition. If Anderson fails to satisfy this condition, Certificate

Number 000069267 shall be administratively suspended until such condition is satisfied.

3. Anderson shall not be certified in Safe Crisis Management (SCM) or any other physical restraint program. By September 1st of each year that Anderson is employed in a certified position, she shall have her principal or other knowledgeable supervisor provide the Board with a letter certifying that she is complying with this condition. If Anderson fails to satisfy this condition, Certificate Number 000069267 shall be administratively suspended until such condition is satisfied.
4. Anderson shall not receive any disciplinary action from any school district in which she is employed. If Anderson fails to satisfy this condition, Certificate Number 000069267 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.

Anderson 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*

Recommended Order

Case Name

CF 17158 Joseph Wells

Decision

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order dismissing the appeal of the Petitioner, Joseph Wells, and affirming the Board’s denial of the Petitioner’s application for an Emergency Substitute Teacher Certification.

Vote: *Unanimous*

1206361 Joseph Nelson

Accept the hearing officer's Findings of Fact. Modify the hearing officer's Conclusions of Law in paragraph 15 to read: "There is, however, sufficient and credible evidence as reflected by Exhibits D and D-1, to sustain the allegations set forth in Count 2 of the Notice. The violation is serious and in the absence of any credible evidence from Mr. Nelson that he had been inadvertently exposed to marijuana, the offense was clearly intentional. Therefore, the Hearing Officer recommends that the Board determine that Mr. Nelson violated the provisions of KRS 161.120(1)(m) and 16 KAR 1:020, Section 1(3)(c)(1)." Modify the hearing officer's Recommended Order in paragraph 3 to state: "That the Board SUSPEND Mr. Nelson's certificate, Certificate No. 000029537, for FORTY-FIVE (45) DAYS. Mr. Nelson shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period." Add paragraph 6: "Upon issuance, Respondent's certificate shall be on probation for two (2) years. During the probationary period, Respondent shall be subject to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Respondent shall pay any expense incurred. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition."

Vote: *Unanimous*

Motion to Reconsider

Case Name

040326 Joseph Francis

Decision

Deny the Respondent's Motion for Reconsideration for failure to state exceptional circumstances that would justify the modification of the original Agreed Order.

Vote: *Unanimous (Mr. Graham recused)*

Motion made by Mr. Graham seconded by Mr. Morgan to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 11:56 a.m.