

The actions delineated below were taken in open session of the EPSB at the August 19, 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 Donna Hedgepath called the meeting to order at 9:07 a.m. ET. She read the mission statement to the EPSB and audience.

Swearing in of EPSB Members

All EPSB members were sworn in by Charlene Baxter who administered the oath. Melissa Bell, Kim Chevalier, Donna Hedgepath, Justin Mitchell, Daniel Morgan, Ellen Murphy, Michael Nemes, Sherry Powers, Shad Sletto, Elizabeth Smith, Jamie Stickler, Steven Thomas, Aaron Thompson, and Rachel Watson.

Roll Call

The following EPSB members were present during the August 19, 2019, EPSB meeting:

Kim Chevalier, Donna Hedgepath, Justin Mitchell, Daniel Morgan, Ellen Murphy, Michael Nemes, Sherry Powers, Shad Sletto, Elizabeth Smith, Jamie Stickler, Steven Thomas, Aaron Thompson, and Rachel Watson.

Open Speak

Tara Smith spoke on her waiver request for Rank I.

Approval of Consent Items

Approval of June 17, 2019, EPSB Meeting Minutes

Board Approval for the KEA's Professional Ethics Training and Cultural Diversity Training

Morehead State University: Approval of Proficiency Plan

University of Pikeville: Approval of Proficiency Plan

Request to Offer Programs at an Off-Site Location, Campbellsville University

Emergency Noncertified Personnel, Augusta Independent

There was a request from the training provider to defer consideration of Consent Item B (Board Approval for the KEA's Professional Ethics Training and Cultural Diversity Training).

2019-041

Motion made by Ms. Kim Chevalier, seconded by Dr. Sherry Powers, to approve the consent agenda items A and C-F.

Vote: *Unanimous (Dr. Hedgepath recused from Consent Item E)*

Report of the Commissioner

Report from the Education and Workforce Development Cabinet

Deputy Secretary Nemes reported on the success of the Work Ready Skills project, which focuses on Kentucky's fastest growing workforce fields. Mr. Nemes reported that there are currently five skills identified as a need for industries in Kentucky and the Cabinet will be pushing to add education as a sixth skill.

Report from the Council on Postsecondary Education

Dr. Aaron Thompson discussed the Degrees Report, and indicated that STEM degrees increased 45.4% in the 2017-18 academic year compared with the 2013-14 year. Dr. Thompson thanked the campuses and KCTCS colleges for their work in this area. Dr. Thompson reported that under represented population groups, such as low income groups, closed the biggest gap in Kentucky history, with credentials up 24%. However, education degrees decreased 14%. CPE will be working to identify areas of focus to strategically build the teacher pipeline and raise the level of awareness.

Report of the Associate Commissioner

Associate Commissioner Rob Akers greeted the EPSB and expressed appreciation for the work of the EPSB. Mr. Akers informed the EPSB that the high season for certification runs from May until September and staff has processed over 4,000 applications at this time. He noted the certification call volume is double what the entire agency receives. Mr. Akers stated that staff is working on a request for proposal for a Cloud based application platform to replace several internal systems. Mr. Akers reiterated that the teacher pipeline is an area of concern for KDE/OELE, and he briefly discussed the Go Teach KY initiative designed to focus on recruitment and retention. Mr. Akers, noted that OELE will ask for a special called meeting in the fall to discuss accreditation. Finally, Mr. Akers updated the EPSB regarding recent staff changes.

Other Updates

Dr. Lewis thanked OELE staff for their hard work during the certification high season. Dr. Lewis introduced Kristel Smith as the new Director of Government Relations. Dr. Lewis shared a presentation regarding teacher shortages in Kentucky and at a national level, and discussed the significant challenge the state is faced with when it comes to encouraging and recruiting students into education programs. Dr. Lewis also shared data on the increase in educator job vacancies. Finally, he discussed various ideas on teacher recruitment and how demographics have changed for sectors. Dr. Lewis noted that KDE will be having policy discussions regarding innovative ways to design recruitment and retention.

Report of the Chair

Dr. Hedgepath recognized former EPSB Members Sarah Burnett and David Graham for their service to the EPSB.

Dr. Hedgepath appointed Kim Chevalier, Steven Thomas, and Ellen Murphy to the Nominating Committee for EPSB Chair and Vice Chair. Mr. Thomas will serve as Chair and the Committee will present nominations for EPSB Chair and Vice Chair by the October meeting.

Action Items

Guidelines for Continuing Education Option, Plan II

2019-042

Motion made by Mr. Shad Sletto, seconded by Mr. Justin Mitchell, to approve.

Vote: *Unanimous*

Kentucky Standards for School Counselor Preparation Programs

2019-043

Motion made by Dr. Powers, seconded by Ms. Rachel Watson, to approve.

Vote: *Unanimous*

16 KAR 6:031, Notice of Repeal of 16 KAR 6:030

2019-044

Motion made by Ms. Chevalier, seconded by Ms. Ellen Murphy, to approve.

Vote: *Unanimous*

Morehead State University: Accreditation of the Educator Preparation Provider and Approval of Programs

2019-045

Accreditation Motion:

Motion made by Dr. Powers, seconded by Mr. Mitchell, to approve.

Vote: *Unanimous*

2019-046

Initial Programs Motion:

Motion made by Dr. Powers, seconded by Mr. Steven Thomas, to approve.

Vote: *Unanimous*

2019-47

Advanced Programs Motion:

Motion made by Dr. Powers, seconded by Ms. Murphy, to approve with conditions.

Vote: *Unanimous*

Spalding University: Accreditation of the Educator Preparation Provider and Approval of Programs

2019-048

Accreditation Motion:

Motion made by Dr. Powers, seconded by Mr. Mitchell, to approve.

Vote: *Unanimous*

2019-049

Initial Programs Motion:

Motion made by Dr. Powers, seconded by Ms. Murphy, to approve.

Vote: *Unanimous*

2019-050

Advanced Programs Motion:

Motion made by Ms. Chevalier, seconded by Dr. Powers, to approve with conditions.

Vote: *Unanimous*

Waivers

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements for Alyssa Jones

2019-051

Motion made by Mr. Daniel Morgan, seconded by Mr. Mitchell, to approve the waiver.

Vote: *Unanimous*

16 KAR 5:020. Request to Waive Required GPA for Admission to an Option 6 Program for Middle School Science Certification

2019-052

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

Vote: *Unanimous*

16 KAR 3:090. Request to Waive Teaching Experience Requirement for Admission to a Principal Preparation Program for Carolyn Burke

2019-053

Motion made by Mr. Sletto, seconded by Ms. Murphy, to deny the waiver.

Vote: *Unanimous*

16 KAR 3:090. Request to Waive Teaching Experience Requirement for Issuance of Principal Certification for Jacquelyn Scruggs

2019-054

Motion made by Ms. Watson, seconded by Ms. Murphy, to deny the waiver.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Casey Smith

2019-055

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

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Sean Mestan

2019-056

Motion made by Ms. Murphy, seconded by Ms. Watson, to approve the waiver.

Vote: *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Requirements for Two Bell County Teachers

2019-057

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

Vote: *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Requirements for Three Knott County Teachers

2019-058

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

Vote: *Unanimous*

16 KAR 8:010. Request to Waive Requirement for Approved Rank I Coursework for Tara Smith

2019-059

Motion made by Mr. Morgan, seconded by Mr. Mitchell, to approve the waiver.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Amie Huff

2019-060

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

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Kimberly Williams

2019-061

Motion made by Ms. Elizabeth Smith, seconded by Mr. Mitchell, to approve the waiver.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Two Christian County Teachers

2019-062

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

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Required GPA for Issuance of an Emergency Certificate

2019-063

Motion made by Mr. Thomas, seconded by Ms. Watson, to approve the waiver.

Vote: *Unanimous*

Alternative Route to Certification Applications

Kevin Tackett, Health and PE, All Grades

2019-064

Motion made by Ms. Murphy, seconded by Mr. Mitchell, to approve the certification.

Vote: *Unanimous*

James Duckworth, Math, Grades 8-12

2019-065

Motion made by Ms. Chevalier, seconded by Ms. Murphy, to approve the certification.

Vote: *Unanimous*

Jane Jones, Theater, Grades K-12

2019-066

Motion made by Mr. Mitchell, seconded by Mr. Morgan, to approve the certification.

Vote: *Unanimous*

Board Comments

Mr. Sletto mentioned a new institute opening in Northern Kentucky dealing with the Work Ready Skills Project. Dr. Thompson spoke in appreciation for Ms. Chevalier's comments about the importance of diversity in education, and stated that there is still work to do.

Motion made by Mr. Sletto, seconded by Dr. Powers, to go into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

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

Vote: *Unanimous*

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

Kim Chevalier, Donna Hedgepath, Justin Mitchell, Daniel Morgan, Ellen Murphy, Sherry Powers, Shad Sletto, Elizabeth Smith, Jamie Stickler, Steven Thomas, and Rachel Watson.

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

Initial Case Review**Case Number****Decision**

1904375	Admonish
1906623	Admonish & Training
1906645	Defer for Training
1905525	Admonishment
1906655	Admonish & Training
1905535	Dismissed
1904339	Dismissed
1904437	Defer for Training
1904429	Defer for Training
1905521	Attorney Review
1905523	Defer for Training
1904439	Defer for Training
1904385	Admonish & Training
1904391	Attorney Review
1903307	Attorney Review
1904421	Attorney Review
1904431	Attorney Review
1904425	Attorney Review
1903293	Admonish
1904423	Admonish
1905501	Dismissed
1904419	Attorney Review
190121	Attorney Review
1906635	Attorney Review
1906629	Attorney Review
1904377	Attorney Review
1905497	Dismissed
1904405	Dismissed
1904409	Dismissed
1904427	Dismissed
1904413	Dismissed
1904401	Defer for Training
1904415	Attorney Review
1904407	Defer for Training
1904411	Defer for Training
1905495	Defer for Training
1905499	Defer
1906581	Dismissed
1904389	Defer for Training
1904387	Dismissed
1905533	Attorney Review
1906591	Admonish & Training
1905527	Dismissed
1904397	Attorney Review

1904395	Attorney Review
1904359	Defer for Training
1904351	Defer for Training
1904347	Defer for Training
1904345	Dismissed
1904343	Attorney Review
1904341	Defer for Training
1904363	Defer for Training
1904365	Dismissed
1904373	Defer for Training
1904371	Defer for Training
1904361	Defer for Training
1904353	Defer for Training
1904355	Defer for Training
1904369	Defer for Training
1904367	Defer for Training
1904349	Defer for Training
1905547	Attorney Review
1905511	Attorney Review
1905507	Attorney Review
1905509	Attorney Review
1902181	Admonish
1905505	Dismissed
1906577	Dismissed
1904399	Attorney Review
1905545	Attorney Review
1904433	Defer for Training
1905541	Defer for Training
1903303	Defer for Training
1904435	Admonish
1905493	Dismissed
1904381	Dismissed
1904379	Dismissed
1904383	Defer for Training
1905513	Dismissed
1905515	Dismissed
1905517	Defer for Training
1905519	Defer for Training
1404220	Refer to Hearing
1406358	Refer to Hearing
1405353	Refer to Hearing
1407395	Refer to Hearing
1204242	No Further Action
1705926	Refer to Hearing
17101433	Refer to Hearing
18111355	Refer to Hearing

17121675	Refer to Hearing
1803371	Refer to Hearing
18081171	Dismissed
18081159	Admonish & Training
18081157	Attorney Review
18081133	Attorney Review
18071033	Attorney Review
18101285	Attorney Review
18081119	Attorney Review
1803353	Attorney Review
1705791	No Further Action
1703509	No Further Action
1803323	No Further Action
1311786	Dismissed
18101291	Dismissed
18081155	Dismissed
190177	Dismissed
190159	Dismissed
18111343	Dismissed
18111345	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
19909	Approve
19918	Approve
19939	Approve
19944	Approve
19960	Approve
19985	Approve
19989	Approve
19597	Approve
191049	Approve
191026	Approve
191048	Approve
191023	Approve
191071	Approve
191087	Approve
191097	Approve
191108	Approve
191159	Defer
182369	Approve
191170	Approve
191181	Approve
19913	Approve
191211	Approve
191216	Deny

191224	Approve
191232	Approve
191259	Approve
191220	Deny
191268	Approve
191279	Approve
191304	Approve
191301	Approve
191365	Approve
191267	Approve
191385	Approve
191386	Approve on the condition that the allegations may be reviewed by the EPSB at a later date pursuant to the EPSB's Procedures Relating to Board Action on an Educator's Certification.
191393	Approve
191411	Approve
191112	Approve
191240	Approve
191237	Approve
191302	Approve
191166	Approve
191275	Approve
191429	Approve
191421	Approve
191067	Approve
191152	Approve
191179	Approve
19673	Approve
191243	Approve
191244	Approve
191256	Approve
191269	Approve
191289	Approve
191309	Approve
191336	Approve
191362	Approve
191394	Approve
191324	Approve
191402	Approve
191423	Approve
191388	Approve
191151	Approve
191400	Approve
191344	Deny

Agreed Orders

Case Number

1902191 Phillip Rogers

Decision

Accept Agreed Order admonishing Rogers for exercising poor classroom management and for using inappropriate language. The Board reminds Rogers 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 Rogers.

Rogers has retired and has no immediate plans to return to the education profession. However, if Rogers returns to the Kentucky public school system in any capacity that requires certification, he shall first comply with the following conditions:

1. Rogers shall provide written proof to the Board that he has been evaluated by a licensed or certified physician and is fit to return to the classroom, presents as capable of fulfilling his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. If Rogers fails to satisfy this condition prior to accepting certified employment, Certificate Number 200702459 shall be administratively suspended until such condition is satisfied.
2. Rogers shall provide written proof to the Board that he has completed professional development or training on educator ethics, as approved by the Board. Rogers shall pay any expense incurred. If Rogers fails to satisfy this condition prior to accepting certified employment, Certificate Number 200702459 shall be administratively suspended until such condition is satisfied.
3. Rogers shall provide written proof to the Board that he has completed professional development or training on classroom management/de-escalation techniques, as approved by the Board. Rogers shall pay any expense incurred. If Rogers fails to satisfy this condition prior to accepting certified employment, Certificate Number 200702459 shall be administratively suspended until such condition is satisfied.

Rogers 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*

1804599 Christina Stallard

Accept Agreed Order retroactively suspending Certificate Number 201163559 for one day, March 2, 2018.

In addition, Stallard is admonished for exercising poor professional judgment. As a certified educator in Kentucky, Stallard has a duty to exemplify behaviors which maintain the dignity and integrity of the profession at all times. Educators must use technology in a responsible and ethical manner, and be a good role model for their students. The Board will not tolerate any further incidents of misconduct from Stallard.

Stallard is not currently employed as an educator. However, prior to accepting a certified position in the state of Kentucky, Stallard shall first complete the following conditions:

1. Stallard shall provide written proof to the Board that she has completed Professionalism training, as approved by the Board. Stallard shall pay any expense incurred. If Stallard fails to satisfy this condition prior to returning to a certified position, Certificate Number 201163559 shall be administratively suspended until such condition is satisfied.
2. Stallard shall provide written proof to the Board that she has completed Appropriate Use of Social Media training, as approved by the Board. Stallard shall pay any expense incurred. If Stallard fails to satisfy this condition prior to returning to a certified position, Certificate Number 201163559 shall be administratively suspended until such condition is satisfied.

Stallard 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*

Accept Agreed Order admonishing Skees for failing to disclose misdemeanor convictions on her application for certification. While the Board understands that mistakes can be made when completing the application, it reminds Skees that it is important to be diligent and accurate when doing so. Honesty and integrity in the application process are crucial to the Board's mission and Skees' ethical obligations as an educator. The Board will not tolerate any further incidents of misconduct from Skees.

Certificate Number 201220285 is currently expired, and Skees does not intend to seek certification in the future. However, prior to applying for a Kentucky certificate, Skees shall first comply with the following conditions:

1. Skees shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Skees shall pay any expense incurred. Skees shall not be issued a certificate until such condition is satisfied.
2. Skees shall provide a current background check, dated within three months of submission, prepared by the Administrative Office of the Courts. Skees shall pay any expense incurred. Skees shall not be issued a certificate until such condition is satisfied. If Skees has received any criminal convictions, either felony or misdemeanor, since February 25, 2019, she shall not be issued a certificate, and 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 and all certificates issued to Skees shall be subject to the following conditions for a period of three (3) years:

1. Skees shall not receive any criminal convictions. If Skees is convicted of, enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, she shall submit this information to the Board, in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Skees fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

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

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

Skees 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*

1805789 Cletus Turner

Accept Agreed Order revoking Certificate Number 200184585 through its expiration on June 30, 2023. Turner shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board.

Prior to reissuance of Certificate Number 200184585, Turner shall first comply with the following conditions:

1. Turner shall submit a current background check, dated within three months of submission, prepared by the Administrative Office of the Courts. Turner shall pay any expense incurred. If Turner has received any felony convictions or misdemeanor convictions involving minors, since June 1, 2018, Certificate Number 200184585 shall not be reissued, and Turner shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future.
2. Turner shall submit written proof that he has completed at least twelve (12) hours of educator

ethics training with an emphasis on social media/technology use, as approved by the Board. Turner shall pay any expense incurred. Certificate Number 200184585 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 200184585 shall be subject to a five (5) year probationary period and subject to the following conditions:

1. Turner shall have no criminal convictions. If Turner is convicted of, enters a guilty or no contest plea, to any criminal charge(s) other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. If Turner fails to satisfy this condition, Certificate Number 200184585 shall be administratively suspended pending Board review and disposition. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.
2. By July 1st of each year during the probationary period, Turner shall submit to the Board, a copy of his current criminal record, as prepared by the Administrative Office of the Courts. Turner shall pay any expense incurred. If Turner fails to satisfy this condition, Certificate Number 200184585 shall be administratively suspended until such condition is satisfied.
3. Turner shall have no disciplinary action from any school district in which he is employed involving inappropriate student/teacher boundaries or social media use. If Turner fails to satisfy this condition, Certificate Number 200184585 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.

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

Vote: *Unanimous*

190119 Benjamin Woodburn

Accept Agreed Order stating Certificate Number 200703766 is permanently revoked. Woodburn 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, Woodburn 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., 5th Floor, Frankfort, Kentucky 40601.

Woodburn 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*

18101281 George Durant

Accept Agreed Order stating Durant shall be issued a Kentucky teaching certificate only after completing a traditional educator preparation program or meeting the requirements for issuance of an alternative certificate under KRS 161.048. Durant 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.

Additionally, prior to the issuance of a Kentucky teaching certificate, Durant shall comply with the following conditions:

Durant shall submit written proof to the Board that he has completed a course of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Durant shall pay any expense incurred. Failure to provide this proof prior to the issuance of a Kentucky teaching certificate will result

in an automatic denial of any certificate until such time as Durant provides the proof.

Durant shall submit written proof to the Board that he has completed a course of professional development or training on the subject of student/teacher boundaries, as approved by the Board. Durant shall pay any expense incurred. Failure to provide this proof prior to the issuance of a Kentucky teaching certificate will result in an automatic denial of any certificate until such time as Durant provides the proof.

Furthermore, any and all certificates issued to Durant shall be subject to the following probationary condition:

Durant shall not receive any discipline involving student/teacher boundaries from any school district in which he is employed. If Durant fails to satisfy this condition, any and all certificates issued to him or on his behalf shall be automatically suspended pending Board 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 Petitioner 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.

Durant 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 181868 David Southers

Accept Agreed Order stating Southers 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. Southers shall submit written proof to the Board that he has completed educator ethics training, as approved by the Board. Southers shall pay any expense incurred.

Any and all certificates issued to Southers shall be subject to the following probationary conditions for a period of five (5) years:

1. Southers 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 Southers 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 Southers fails to comply with this condition in its entirety, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
2. During the probationary period, Southers 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 Southers fails to satisfy this condition, any and all certificates issued to Southers shall be administratively suspended pending review and disposition by the Board.

Vote: *Unanimous*

1307561 Jason Shelby

Accept Agreed Order stating Shelby voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 200218807, and agrees to not 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, Shelby 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 Boulevard, 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

Accept Agreed Order suspending Certificate Number 200102544 for a period one (1) year beginning April 24, 2019.

Villarreal is admonished for failing to exemplify behaviors which maintain the dignity and integrity of the profession. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. The Board will not tolerate any further incidents of misconduct from Villarreal.

In addition to any educational and assessment requirements necessary for certification at the time, Villarreal shall comply with the following conditions prior to reissuance of Certificate Number 200102544:

1. Villarreal shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Villarreal 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, by the end of the suspension period. If Villarreal is unable to complete all treatment recommendations by the end of the suspension period, she shall submit written progress reports from her chemical dependency counselor on January 1st and July 1st until such a time as the counselor releases her from treatment. Each progress report shall certify that Villarreal is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Villarreal shall pay any expense incurred. If Villarreal fails to satisfy this condition, Certificate Number 200102544 shall not be reissued until such condition is satisfied.
2. Villarreal shall provide written proof to the Board by the end of the suspension period that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. Villarreal shall provide proof that she has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide written

progress reports to the Board until she has been released from treatment by the counselor. Villarreal shall pay any expense incurred. If Villarreal fails to satisfy this condition, Certificate Number 200102544 shall not be reissued until such condition is satisfied.

Certificate Number 200102544 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of five (5) years:

During the probationary period, Villarreal 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 Villarreal fails to satisfy this condition, Certificate Number 200102544 shall be automatically suspended pending review and disposition by the Board.

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

Vote: *Unanimous*

1902151 Adam Reid

Accept Agreed Order admonishing Reid for conduct unbecoming a teacher. The Board reminds Reid that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is dangerous, and this type of behavior sets a horrible example for students. The Board will not tolerate any further incidents of misconduct by Reid.

On or before July 1, 2020, Reid shall provide written proof that he has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Any expense for the assessment and written reports shall be paid by Reid.

If Reid's chemical dependency counselor makes any treatment recommendations, Reid shall comply with the treatment recommendations. Reid 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 Reid. Failure to comply with this condition will result in Reid's certificate being automatically suspended until Reid is in compliance.

Reid 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*

1111865 Lisa Holland

Accept Agreed Order stating Holland voluntarily, knowingly, and intelligently surrenders her teaching certificate, number 000025325, and agrees to not 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, Holland 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.

Vote: *Unanimous*

1902227 Yolanda Floyd

Accept Agreed Order stating on or before August 1, 2020, Floyd shall submit written proof to the Board that she has taken three hours of training/professional development on the subject of educator ethics as approved by the Board. Floyd shall pay any cost associated with the training. Failure to provide this proof on or before August 1, 2020 will result in Certificate Number 77608 being administratively suspended until such time as Floyd provides the written proof.

Floyd 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*

1902199 Nicole Adell

Accept Agreed Order stating Case No. 19-02199 shall be dismissed without prejudice.

1. Adell has provided written proof to the Board that she completed twelve (12) hours of Professional Development for Leadership skills.
2. Adell has provided written proof of completion of JCPS Principal Professional Learning.
3. Adell has provided written proof of completion seven (7) hours of MS Administrative Leadership expectations.

Adell 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*

1403145 Everett Lasley

Accept Agreed Order admonishing Lasley for exercising poor professional judgment when he used excessive force on a student. The Board reminds Lasley 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 Lasley. Lasley has submitted written proof to the Board that he has successfully completed anger management.

Lasley has submitted written proof that he has completed appropriate de-escalation training.

David Moore, Interim Director/Associate Director of MLK Jr. Academy for Excellence has provided documentation indicating Lasley has had no further issues since this complaint was filed.

Lasley 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*

17081307 Brianna Dusenberry

Accept Agreed Order stating Dusenberry shall provide written proof that she has completed three (3) hours on Classroom Management. Any expense required for said training shall be paid by Dusenberry. If Dusenberry fails to satisfy this condition, certificate number 201148504 shall be automatically administratively suspended until Dusenberry

completes the required training and provides the appropriate written proof to the Board.

Dusenberry 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*

1404241 Jonathan Livingood

Accept Agreed Order admonishing Livingood for inappropriately holding a flower near a female student's jacket. The Board reminds Livingood 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 Livingood.

Livingood has submitted proof that he has completed three (3) hours of sexual harassment training.

Livingood has submitted proof he has completed three (3) hours on promoting positive behavior.

Livingood has submitted a recommendation letter from his supervisor confirming no further disciplinary issues have occurred.

Livingood 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*

1805821 John Drennon

Accept Agreed Order stating Drennon shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Should Drennon violate this agreement, Certificate Number 201151057 shall be administratively suspended for its remainder and/or any application for certification shall be denied.

Vote: *Unanimous*

18081175 Judith Haynes

Accept Agreed Order stating Haynes shall not participate in state testing until she provides written proof to the Board that she has completed Administration Code training. If Haynes

fails to satisfy this condition, Certificate Number 000046366 shall be administratively suspended until she provides the appropriate written proof to the Board. Haynes 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*

1303229 Nicole Fedorko

Accept Agreed Order stating this Agreed Order replaces the previous Agreed Order entered into between the Board and Fedorko on April 28, 2014.

Certificate Number 201127991 shall be suspended from June 21, 2019 through August 4, 2019, a period of forty-five (45) days, for Fedorko's probation violation, specifically for being convicted of a crime involving the use of controlled substance and/or alcohol during the probationary period.

The criminal conviction that resulted in Fedorko's probation violation will be reviewed in accordance with the Board's Procedures Related to Board Action on an Educator's Certification. Any future violation of the probationary conditions will be subject to the terms of this Agreed Order.

Fedorko is admonished for failing to maintain the dignity and integrity of the profession. As a teacher, Fedorko is expected to be a role model for students and an example of good citizenship. This type of behavior embarrasses the profession and erodes the community's trust in educators. No further acts of misconduct by Fedorko will be tolerated by the Board.

Certificate Number 201127991 shall be subject to the following probationary conditions:

1. With each application for renewal of certification or for additional certification, Fedorko shall submit a copy of her criminal background check as prepared by the Kentucky State Police or Administrative Office of the Courts. Fedorko's application for renewal or for additional certification will not be processed until the criminal background check is received by the Board.
2. Fedorko has provided written proof to the Board that she has completed six (6) hours of professional

development/training regarding the Professional Code of Ethics for Kentucky Certified School Personnel.

3. Fedorko shall not be convicted of any crime involving the use of any controlled substance and/or alcohol. Should Fedorko violate this condition, Certificate Number 201127991 shall be administratively suspended pending Board review and disposition.

Fedorko 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*

1803261 Rebecca Alexander

Accept Agreed Order stating Alexander shall not participate in state testing until she provides written proof to the Board that she has completed Administration Code training. If Alexander fails to satisfy this condition, Certificate Number 000010690 shall be administratively suspended until she provides the appropriate written proof to the Board.

Vote: *Unanimous*

1902183 Mark Manis

Accept Agreed Order stating the Board reminds Manis that he has a duty to follow local, state, and federal laws and regulations related to special education. Teaching exceptional children is a serious responsibility, and guidelines have been put in place to ensure that these children receive the best instruction possible. The Board will not tolerate future errors from Manis.

Certificate 12296 is retroactively suspended for the period of March 1, 2019 to March 8, 2019, a period of one week.

On or before August 1, 2020, Manis shall provide written proof that he has taken six hours of training/professional development on the topic of special education law. Any cost for said training shall be paid by Manis. Failure to provide the proof by August 1, 2020 will result in Certificate 12296 being administratively suspended until such time as Manis provides the proof.

On or before August 1, 2020, Manis 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 comprehensive mental health evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations.

If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Manis 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 Manis from treatment. Manis shall pay any expense incurred. Should Manis fail to provide proof that he has met this condition, Certificate 12296 shall be administratively suspended for a period of thirty days and shall remain suspended until Manis completes the requirements and provides the appropriate written proof to the Board.

Upon acceptance of this Agreement by the Board, Certificate 12296 will be under a two year probationary period and subject to the following condition:

Manis shall receive no disciplinary action during the probationary period related to special education laws or district policies regarding special education. "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 Certificate 12296 being administratively suspended pending Board review and disposition.

Manis 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*

1902203 Lisa Adkins

Accept Agreed Order stating Adkins is not currently teaching and has no plans to return to the classroom. Adkins shall neither apply for nor accept a position that requires certification in the Commonwealth of Kentucky at any time

in the future. Should Adkins fail to satisfy this condition, Certificate Number 200232603 shall be automatically permanently revoked. Adkins 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*

1902215 John Haskins II

Accept Agreed Order admonishing Haskins for moving a desk while a student was still sitting in it. The Board reminds Haskins that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Haskins should be cognizant of appropriate physical boundaries.

Haskins has provided written proof to the Board that he has taken six hours of training/professional development on the subject of classroom management.

Haskins is not currently employed in a certified position. If Haskins returns to a position requiring Kentucky teacher certification in the future, Certificate Number 200003448 shall be under a probationary period of two (2) years and subject to the following condition:

Haskins shall not receive any disciplinary action involving classroom management issues during the probationary period. If Haskins fails to satisfy this condition, Certificate Number 200003448 shall be administratively suspended pending Board 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 Haskins 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.

Haskins 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*

1902221 Malissa Orr

Accept Agreed Order admonishing Orr for exercising poor professional judgment and failing to maintain an orderly classroom. An educator in the Commonwealth of Kentucky has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students, and to set a positive example for students. When an educator fails to maintain order in her classroom, students are at risk for both emotional and physical harm.

On or before July 1, 2020, Orr shall provide written proof to the Board that she has taken three (3) hours of training/professional development on the topic of educator ethics. Any expense for said training shall be paid for by Orr. Failure to provide the written proof by July 1, 2020 will result in Certificate Number 200101633 being administratively suspended until such time as Orr provides the proof.

On or before July 1, 2020, Orr shall provide written proof to the Board that she has taken three (3) hours of training/professional development on the topic of classroom management. Any expense for said training shall be paid for by Orr. Failure to provide the written proof by July 1, 2020 will result in Certificate Number 200101633 being administratively suspended until such time as Orr provides the proof.

Orr 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*

1003146 Luna Helton

Accept Agreed Order stating Case 1003146 is dismissed. Helton has provided proof that she has completed training/professional development on the topics of educator ethics as well as classroom management. Helton 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*

18101269 George Donoghue

Accept Agreed Order stating on or before July 1, 2020, Donoghue shall provide written proof to the Board that he has completed six hours of training/professional

development on the subject of classroom communication. Any cost for said training shall be paid for by Donoghue. Failure to provide this proof prior to July 1, 2020 will result in Certificate Number 200702530 being administratively suspended until such time as Donoghue provides the proof.

Donoghue 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*

1304267 Dwight King

Accept Agreed Order stating Case 1304267 is dismissed. King has provided proof to the Board that he has completed a course of training/professional development on the topic of classroom management as approved by the Board. King 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*

18111337 Charity Howard

Accept Agreed Order admonishing Howard for conduct unbecoming a teacher. Reporting to school after consuming alcohol not only puts Howard and her students at risk, but it also sets a negative example for students. The Board will tolerate no further misconduct from Howard.

Certificate 201167076 is retroactively suspended from January 25, 2019 to April 25, 2019, a period of three (3) months.

Howard is not currently employed in the Kentucky public schools. Prior to accepting a position that requires Kentucky certification, Howard shall provide written proof that she has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Any expense for the assessment and written reports shall be paid by Howard. Failure to comply with this condition will result in Howard's certificate being automatically suspended until Howard provides the proof.

If Howard's chemical dependency counselor makes any treatment recommendations, Howard shall comply with the treatment recommendations. Howard shall submit quarterly

written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Howard. Failure to comply with this condition will result in Howard's certificate being automatically suspended until Howard is in compliance.

Prior to accepting a position that requires Kentucky certification, Howard shall provide written proof to the Board that she has taken three (3) hours of training/professional development on the subject of educator ethics. Any expense for said training shall be paid for by Howard. Failure to provide such proof prior to accepting a position requiring Kentucky certificate will result in Certificate 201167076 being administratively suspended until such time as Howard provides the proof.

If Howard accepts a position requiring Kentucky certification, Certificate 201167076 will be under a three (3) year probationary condition beginning on the first day of her employment and subject to the following probationary condition:

Howard shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Howard is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Howard's certificate being automatically suspended pending Board review and disposition.

Howard 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*

1204242 Edwin Casper II

Accept Agreed Order stating Casper is no longer employed in the classroom, and Certificate 200101254 has expired. Casper agrees that he shall neither apply for, nor be issued, a teaching, administrative, and/or and emergency substitute teaching certificate in the Commonwealth of Kentucky at any time in the future. Any such applications made by Casper will be automatically denied.

Vote: *Unanimous*

18071013 Nancy Downs

Accept Agreed Order stating on or before August 1, 2020, Downs shall provide written proof to the Board that she has taken a course of training/professional development on the subject of classroom management. Any cost for the training/professional development will be paid by Downs. Failure to provide this written proof on or before August 1, 2020 will result in Certificate Number 200209241 being administratively suspended until such time as Downs provides the written proof.

On or before August 1, 2020, Downs shall provide written proof to the Board that she has taken a course of training/professional development on the subject of educator ethics. Any cost for the training/professional development will be paid by Downs. Failure to provide this written proof on or before August 1, 2020 will result in Certificate Number 200209241 being administratively suspended until such time as Downs provides the written proof.

From the date that the Board approves this Agreed Order, Certificate Number 200209241 will be under a probationary period of two years and subject to the following condition:

Downs shall not receive any discipline involving classroom management from any school district in which she is employed. If Downs fails to satisfy this condition, any and all certificates issued to her or on her behalf shall be automatically suspended pending Board 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 upholds the disciplinary action, the disciplinary action, if a termination, suspension or public reprimand shall be considered a violation of this condition.

Downs 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*

1403147 Jeremy Mays

Accept Agreed Order admonishing Mays for his lack of professional judgement in interactions with students. Engaging in discussions regarding personal romantic relationships with students or allowing a student to hug and pretend to kiss your cheek for a photo op is inappropriate no matter the intent. As an education professional, it is Mays' 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 200233389 is suspended from June 1, 2019 to August 1, 2019.

Mays has provided proof to the Board that he has successfully completed the professional development class: Teaching with Love & Logic.

Mays has provided proof to the Board that he has successfully completed the professional development class: Healthy Relationships 101

Mays has provided proof to the Board that he has successfully completed the professional development class: Sexual Misconduct Staff to Student

Mays has provided proof to the Board that he has successfully completed the professional development class: General Ethics in the Work Place

Mays has provided proof to the Board that he has successfully completed the professional development class: Boundary Invasion

Mays 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*

190115 Laticia Mueller

Accept Agreed Order suspending Certificate number 0200204145 from November 7, 2018 to November 27, 2018 and May 29, 2019 to August 1, 2019.

Mueller shall submit written proof to the Board that she has completed twelve (12) hours of professional ethics training,

as approved by the Board, by October 1, 2019. Any expense required for said training shall be paid by Mueller. Failure to do so will result in an administrative suspension until such condition is satisfied.

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

1. Mueller 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.

2. Mueller shall not receive any criminal convictions.

If Mueller fails to satisfy any of the above conditions, certificate number 200204145 shall be automatically suspended and subject to additional sanctions by the Board pursuant to KRS 161.120.

Mueller 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*

1705956 Ladana Miller

Accept Agreed Order stating Miller has provided written proof to the Board that she has completed three (3) hours of Professional Development training with a focus on Ethics for Educators.

Miller has provided written proof to the Board that she has completed three (3) hours of Professional Development training focusing on Classroom Management.

Miller 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

1310724 Kristina Lewis

Decision

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Kristina Lewis' teaching certificate shall not be renewed or reissued during her lifetime.

Vote: *Unanimous*

1806901 Latoya Glover

Accept the hearing officer's Findings of Fact. Modify the hearing officer's Conclusions of Law to strike paragraph 15(c) in its entirety. Accept the hearing officer's Recommended Order that Certificate Number 201175592 is revoked for a period of five (5) years. Ms. Glover shall immediately surrender the original and all copies of her certificates, by personal delivery or first class mail, to the EPSB, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

Ms. Glover shall comply with the following conditions before a certificate is issued:

1. Ms. Glover shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Ms. Glover 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, by the end of the revocation period. Ms. Glover shall pay any expense incurred. If Ms. Glover fails to satisfy this condition, Certificate Number 201175592 shall not be reissued until such condition is satisfied.
2. Ms. Glover shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. Ms. Glover shall pay any expense incurred. If Ms. Glover fails to satisfy this condition, Certificate Number 201175592 shall not be reissued until such condition is satisfied.

Upon issuance of any certificate to Ms. Glover that the certificate be subject to a lifetime probation and subject to

the following condition:

1. During the probationary period Ms. Glover 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 Respondent fails to satisfy this condition, Certificate Number 201175592 shall be automatically suspended pending review and disposition by the Board.

Vote: *Unanimous*

1805817 Stephanie Conley

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Stephanie Conley's teaching certificate, Certificate Number 000061139, is revoked for a period of five years; and further ordering that in addition to the standard requirements of the application process, that Stephanie Conley shall comply with the following conditions:

1. Before another teaching certificate is issued, Conley shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Conley 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, by the end of the revocation period. Conley shall bear the cost of the substance abuse assessment. The Board shall not issue a teaching certificate to the Respondent until such condition is satisfied.
2. Before another teaching certificate is issued, Conley shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. Conley shall bear the costs of the assessment. The Board shall not issue a teaching

certificate to the Respondent until such condition is satisfied.

3. Any certificate issued by the Board to Conley in the future shall be placed on permanent probation and subject to the following conditions:
 - a. Conley shall not fail or refuse to submit to any drug screening requested by any school district in which she is employed.
 - b. Conley shall not receive any disciplinary action from any school district in which she is employed. "Disciplinary action" is any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky that becomes final by operation of law or is upheld either by a tribunal or by an arbitration process.
 - c. If Conley fails to satisfy any of these conditions, Conley's teaching certificate or certificates are automatically suspended pending review and disposition by the Board.

Vote: *Unanimous*

Motion made by Mr. Thomas, seconded by Mr. Morgan, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 2:09 p.m.