

### **EPSB Mission Statement**

*The Education Professional Standards Board, in full collaboration and cooperation with its education partners, promotes high levels of student achievement by establishing and enforcing rigorous professional standards for preparation, certification, and responsible and ethical behavior of all professional educators in Kentucky.*

## **EPSB Meeting Agenda**

### **VIDEO TELECONFERENCE MEETING**

*Pursuant to Executive Order 2020-243, OAG 20-05, and a memorandum issued by the Finance and Administration Cabinet dated March 16, 2020, and in an effort to prevent the spread of Novel Coronavirus (COVID-19), the Kentucky Department of Education is conducting all open meetings by video teleconference. Furthermore, members of the public will not be permitted to attend the meeting in person, but are encouraged to view the meeting at the [Kentucky Department of Education's Media Portal](#).*

**Monday, April 13, 2020**

#### **EPSB Waiver Committee**

**8:30 AM ET**

#### **EPSB Regular Meeting Agenda**

**9:00 AM ET**

#### **Call to Order**

#### **Roll Call**

#### **Approval of Consent Items**

- A. Approval of February 10, 2020, EPSB Meeting Minutes
- B. Board Approval for the Professional Learning Board's Online Courses (Ms. Chelsea Young)

#### **Report of the Executive Secretary**

- A. Report from the Education and Workforce Development Cabinet
- B. Report from the Council on Postsecondary Education
- C. Report of the Associate Commissioner
- D. Other Updates

#### **Information/Discussion Items**

- A. School Leaders Licensure Assessment Cut Score (Ms. Sharon Salsman)

### **Action Items**

- A. Request to Approve Conditional Admittance to Educator Preparation Programs for Applicants Unable to Take the Admissions Assessments (Ms. Cassie Trueblood)
- B. Request to Approve a One Year Certificate for Applicants Unable to Take the Certification Assessments (Ms. Trueblood)
- C. Request to Approve Remote Student Teaching Observations for all Educator Preparation Programs for the Spring 2020 Semester (Ms. Trueblood)

### **Waivers**

- A. 16 KAR 5:040. Request to Waive Required Number of Student Teaching Days (Ms. Cathy Jackson)
- B. 16 KAR 5:040. Request to Waive Required Number of Student Teacher Observations (Ms. Jackson)
- C. 16 KAR 4:060. Request to Waive Renewal Requirements Due to Medical Condition (Ms. Crystal Hord)
- D. 16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator Rebekah Bastin (Ms. Hord)

### **Board Comments**

#### **Closed Session Review**

*Following a motion in open session pursuant to KRS 61.810 (1) (c) and (1)(j), it is anticipated that the Board will move into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports.*

#### **Case Decisions**

*Following the closed session review, the Board shall move into open session. All decisions will be made in open session.*

#### **Adjournment**

#### **Next Regular Meeting:**

June 15, 2020  
300 Sower Blvd  
Frankfort, KY 40601

*The actions delineated below were taken in open session of the EPSB at the February 10, 2020, 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, 5<sup>th</sup> Floor, Frankfort, KY 40601.*

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

**Call to Order**

Chair Donna Hedgepath called the meeting to order at 9:04 a.m. ET. She read the mission statement to the EPSB and audience.

Kevin Brown, Interim Commissioner, spoke to the EPSB and provided updates on the new Commissioner search.

**Swearing in of New EPSB Members**

James Gilreath, from the Energy and Environmental Cabinet, administered the oath to the new EPSB members.

Melanie Callahan, Aaron Collins, Jeff Jennings, Michelle Lacefield, and John Robinson join the EPSB as voting members. Mary Pat Regan, Deputy Secretary of the Education and Workforce Development Cabinet joins the EPSB as an ex-officio member and is appointed as designee for Jacqueline Coleman, Lieutenant Governor.

**Roll Call**

The following Board members were present during the February 10, 2020, EPSB meeting:

Melanie Callahan, Kim Chevalier, Aaron Collins, David Dalton, Melinda Goble, Donna Hedgepath, Jeff Jennings, Michelle Lacefield, Justin Mitchell, Sherry Powers, John Robinson, Shad Sletto, Adam Smith, Elizabeth Smith, Jamie Stickler, Steven Thomas, Ashley Vice, and Rachel Watson.

CPE: Melissa Bell

Cabinet: Mary Pat Regan

**Open Speak**

Dr. Julian Vasquez Heilig and Dr. John Nash, representing the University of Kentucky, asked the EPSB to table the SARA approval for Western Governors University's School Principal Program until the leadership programs can be independently discussed.

## **Approval of Interim Commissioner's Designee**

### **2020-001**

*Motion made by Mr. David Dalton, seconded by Mr. Justin Mitchell, to approve Dr. Amanda Ellis, Associate Commissioner of the Office of Teaching and Learning as the Commissioner's designee.*

**Vote:** *Unanimous*

## **Approval of Consent Items**

- A. Approval of December 9, 2019, EPSB Meeting Minutes
- B. Approval for the National Education Association/Kentucky Education Association's Online Trainings
- C. Request to Offer Programs at an Off-Site Location, Campbellsville University
- D. Campbellsville University Program Approval: Director of Pupil Personnel and Supervisor of Instruction
- E. Georgetown College Program Approval: Director of Pupil Personnel, Director of Special Education, School Superintendent, and Supervisor of Instruction
- F. Request for SARA Approval for Western Governors University's School Principal Program
- G. 16 KAR 5:040. Alternative Student Teaching Placement Request for Jordan Evans
- H. 16 KAR 5:040. Alternative Student Teaching Placement Request for Erika Clark
- I. 16 KAR 5:040. Alternative Student Teaching Placement Request for Nicole Lightfoot
- J. 16 KAR 5:040. Alternative Student Teaching Placement Request for Kaylee Payne
- K. 16 KAR 5:040. Alternative Student Teaching Placement Request for Cody Starns
- L. 16 KAR 5:040. Alternative Student Teaching Placement Request for Katrina Gold

### **2020-002**

*Motion made by Dr. Sherry Powers, seconded by Mr. Aaron Collins, to remove item F from the consent agenda, and to approve consent items A-E and G-L.*

**Vote:** *Unanimous (Chair Donna Hedgepath recused from Consent items C and D)*

## **Report of the Executive Secretary**

### **Report from the Education and Workforce Development Cabinet**

Deputy Secretary Mary Pat Regan reported on the leadership transition within the cabinet.

### **Report from the Council on Postsecondary Education**

Dr. Melissa Bell discussed a recent report on the state's return on investment for higher education. The study followed the 2010 high school class for 8 years. The report showed that with an

investment of 630 million, 44 billion was generated for the state. CPE also hosted a Comebacker Convening, which focused on adult learners who have not finished their degree. Dr. Bell also reported on the CPE biennial budget request. In early January, CPE was awarded a grant by Lumina Foundation to support the work with the Quality Assurance Commons to develop frameworks for employability skills.

### Report of the Associate Commissioner

Mr. Rob Akers greeted the EPSB and welcomed the new members. He reflected on the EPSB reorganization and transition to KDE and explained the new structure of the Office of Educator Licensure and Effectiveness for the new members. Mr. Akers highlighted programs within each Division and introduced Cassie Trueblood as Counsel to the EPSB. He noted updates about Title II and presented an overview of the action items. Ms. Trueblood also provided a review of the past three reorganizations of the EPSB for clarity.

### Other Updates

Dr. Ellis discussed the recent leadership changes in KDE, and the reestablishment of the Office of Teaching and Learning.

### Report of the Chair

Chair Hedgepath appointed Daniel Morgan as an alternate member of the Waiver Committee.

### Information/Discussion Items

#### Association for Advancing Quality in Educator Preparation

Dr. Mark LaCelle-Peterson, President/CEO of AAQEP, presented information about their accreditation system for education preparation providers. AAQEP seeks to implement new standards in more KY institutions through quality assurance and collaboration.

Mr. Akers spoke to the EPSB about the current CAEP accreditation process and the regulatory revisions that are underway to offer EPP's more flexibility with program review.

### Action Items

#### 16 KAR 5:020, Standards for Admission to Educator Preparation, Amendment

#### **2020-003**

*Motion made by Mr. Shad Sletto, seconded Mr. Dalton, to waive the second reading and approve the amendments to 16 KAR 5:020.*

**Vote:** *Unanimous*

#### **2020-004**

*Motion made by Dr. Powers, seconded by Mr. Mitchell, to allow the new tests and scores to meet the requirements of 16 KAR 5:020 while the regulation is completing the legislative process.*

**Vote:** *Unanimous*

Berea College: Accreditation of the Educator Preparation Provider and Approval of Programs

**2020-005**

*Motion made by Mr. Sletto, seconded by Mr. Jeff Jennings, to approve the accreditation.*

**Vote:** *Unanimous*

**2020-006**

*Motion made by Dr. Powers, seconded by Ms. Melanie Callahan, to approve the initial programs.*

**Vote:** *Unanimous*

Request for SARA Approval for Western Governors University's School Principal Program

This item was moved from the Consent Agenda to Action Items for further discussion. Ms. Sharon Salsman and a representative from WGU discussed the programs and standards. The EPSB expressed concern about the quality of the programs and questioned several aspects. Cassie Trueblood spoke about the EPSB's obligations and provided a history of the SARA agreement. After much discussion, the EPSB recognized that WGU has met the requirements of SARA and demonstrated alignment with the regulation.

**2020-007**

*Motion made by Mr. Sletto, seconded by Mr. Dalton, to approve.*

**Vote:** *Unanimous (Dr. Powers voted no)*

**Waivers**

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

**2020-008**

*Motion made by Ms. Ashley Vice, seconded by Mr. Sletto, to approve the waiver.*

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

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Anthony Akers

**2020-009**

*Motion made by Mr. Mitchell, seconded by Mr. John Robinson, to approve the waiver.*

**Vote:** *Unanimous (Mr. Dalton and Ms. Rachel Watson recused)*

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

**2020-010**

*Motion made by Mr. Jennings, seconded by Mr. Jamie Stickler, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 6:010. Request to Waive Five Year Test Recency Requirement for Praxis II for Tiffany Kirk

**2020-011**

*Motion made by Ms. Callahan, seconded by Ms. Vice, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 6:010. Request to Waive Five Year Test Recency Requirement for Praxis II for Melinda Stallons

**2020-012**

*Motion made by Mr. Adam Smith, seconded by Mr. Sletto, to approve the waiver.*

**Vote:** *Unanimous*

16 KAR 8:020. Request to Allow a Master of Arts in Coaching and Athletic Administration for Rank II Tyler Walker

**2020-013**

*Motion made by Mr. Mitchell, seconded by Mr. Dalton, to deny the waiver.*

**Vote:** *Unanimous*

16 KAR 4:080. Request to Allow Professional Development to Meet Recency Requirements for Chanelle Collins

**2020-014**

*Motion made by Mr. Mitchell, seconded by Mr. Dalton, to deny the waiver.*

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

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Erin Glass  
**2020-015**

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

**Vote:** *Unanimous (Ms. Kim Chevalier recused)*

**Board Comments**

There were no board comments.

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

**Vote:** *Unanimous*

*Motion made by Ms. Chevalier, seconded by Mr. Mitchell, to return to open session.*

**Vote:** *Unanimous*

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

Melanie Callahan, Kim Chevalier, Aaron Collins, David Dalton, Melinda Goble, Donna Hedgepath, Jeff Jennings, Michelle Lacefield, Justin Mitchell, Sherry Powers, John Robinson, Adam Smith, Elizabeth Smith, Jamie Stickler, Steven Thomas, Ashley Vice, and Rachel Watson.

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

**Initial Case Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>	
1909881	Admonish	
1908811	Admonish	
1909885	Admonish	
19101063	Admonish & Training	(Mr. Smith recused)
19101005	Admonish	
1910991	Attorney Review	
1909897	Attorney Review	
1910989	Attorney Review	
19101007	Attorney Review	
1910985	Attorney Review	
1910987	Attorney Review	
1910995	Attorney Review	
1909867	Attorney Review	
1909865	Defer for Training	

19101025	Defer for Training	
19101019	Attorney Review	
19101021	Dismissed	
1910999	Attorney Review	
1910997	Attorney Review	
1909849	Attorney Review	
1910993	Attorney Review	
1910975	Attorney Review	
1909875	Attorney Review	
1910973	Admonish & Training	
1909851	Admonish & Training	
1910969	Attorney Review	
1906603	Attorney Review	
19101009	Defer for Training	
1909873	Defer for Training	
19101015	Attorney Review	
1909853	Dismissed	
19101013	Admonish & Training	( <i>Mr. Smith dissented</i> )
1908805	Dismissed	
19101011	Admonish & Training	
1909855	Attorney Review	
1909871	Defer for Training	
19101023	Admonish & Training	
19101057	Dismissed	
19101033	Dismissed	
19111171	Dismissed	
19111169	Defer for Training	
19111153	Defer for Training	
19111155	Dismissed	
19111137	Defer for Training	
19111175	Dismissed	
19111147	Dismissed	
19101049	Dismissed	
19111133	Defer for Training	
1909833	Dismissed	
19111185	Defer for Training	
19111167	Defer for Training	
19111157	Defer for Training	
19111201	Dismissed	
19111173	Dismissed	
19111181	Dismissed	
19111165	Dismissed	
19111193	Dismissed	
19101027	Dismissed	
19121309	Dismissed	
19101031	Dismissed	

19111159	Defer for Training
19111141	Defer for Training
19111143	Defer for Training
19111183	Defer for Training
19111209	Dismissed
19111227	Defer for Training
1909837	Dismissed
1909835	Dismissed
19111123	Defer for Training
19111215	Dismissed
19111213	Dismissed
19111229	Defer for Training
19111115	Defer for Training
19111145	Defer for Training
19111149	Defer for Training
19111129	Dismissed
19101051	Dismissed
1909839	Defer for Training
19111121	Defer for Training
19111207	Dismissed
1909841	Dismissed
19111223	Admonish
1909829	Defer for Training
19111117	Defer for Training
19111125	Defer for Training
19111203	Dismissed
19111177	Dismissed
19121305	Dismissed
19111139	Defer for Training
19111135	Defer for Training
19111205	Dismissed
19111199	Dismissed
19111179	Dismissed
19111127	Defer for Training
19101035	Dismissed
19101043	Dismissed
19111131	Defer for Training
19111191	Dismissed
19101039	Dismissed
19121297	Dismissed
19111161	Dismissed
1909831	Attorney Review
19101029	Dismissed
19111219	Dismissed
19111151	Defer for Training
19111119	Defer for Training

19101037	Defer for Training
19101041	Defer for Training
19101045	Dismissed
19101047	Dismissed
1909909	Attorney Review
1909845	Admonish & Training
19101017	Admonish & Training
1909861	Admonish & Training
1909863	Attorney Review
1909827	Admonish & Training
1908801	Attorney Review
1909877	Attorney Review
1910979	Dismissed
1910977	Dismissed
1909887	Dismissed
1909889	Dismissed
1211709	Refer to Hearing
1312873	Refer to Hearing
1806881	Refer to Hearing
1703527	Refer to Hearing
1803363	Refer to Hearing
1806917	Refer to Hearing
18101287	Refer to Hearing
190151	Refer to Hearing
17121683	Refer to Hearing
1904391	Refer to Hearing
1905533	Refer to Hearing
1703489	Refer to Hearing
18111379	Refer to Hearing
18111351	Refer to Hearing
1902157	Refer to Hearing
19013	Refer to Hearing
1908797	Attorney Review
1902205	Admonish & Training
1903303	Attorney Review
1903283	Attorney Review
1902195	Attorney Review
1902193	Defer
1903277	Defer
18081159	Attorney Review
16121013	No Further Action
170213	No Further Action
1703501	No Further Action
1706999	No Further Action
17061001	No Further Action
18071051	Dismissed

1203190	Dismissed
1902229	Dismissed
1906645	Dismissed
1906665	Dismissed
1904373	Dismissed
1904359	Dismissed
1904383	Dismissed

**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>	
191864	Approve	<i>(Mr. Dalton dissented)</i>
191867	Approve	<i>(Mr. Dalton dissented)</i>
191890	Approve	
2015	Approve	
2038	Approve	
2039	Approve	
191159	Approve	<i>(Mr. Dalton dissented)</i>
2076	Approve	
2059	Approve	
2093	Approve	
191847	Approve	<i>(Ms. Michelle Lacefield recused)</i>
191851	Approve	
191863	Approve	
191877	Approve	
191903	Approve	
191909	Approve	
202	Approve	
208	Deny	
209	Approve	
191823	Approve	
2018	Deny	
2055	Approve	
2057	Deny	
2071	Approve	
2088	Approve	
2091	Approve	
2095	Approve	
2045	Approve	<i>(Mr. Dalton dissented)</i>
20111	Approve	
20112	Approve	
20119	Approve	
191879	Approve	

**Agreed Orders**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
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18071025 Kevin Crone

Accept Agreed Order stating Crone voluntarily, knowingly, and intelligently surrenders Certificate Number 200301718, 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, Crone 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.

**Vote:** *Unanimous*

CF 191795 Wesley Hagler

Accept Agreed Order admonishing Hagler for failing to disclose his 2014 DUI conviction and for his two DUI convictions. Driving under the influence of alcohol is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. Further, the Board reminds Hagler not to make any false or misleading statements, or conceal any material facts when obtaining a certificate.

Upon acceptance of this agreement by the Board, Hagler shall be issued a Kentucky teaching certificate upon providing 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 any treatment recommendations. Hagler shall pay any expense incurred. Hagler shall not be issued a certificate until such condition is satisfied.

1. By July 31, 2020, Hagler shall provide written proof to the Board that he has completed educator ethics training, as approved by the Board. Hagler shall pay any expense incurred. If Hagler fails to satisfy this condition by July 31, 2020, any and all certificates issued to him shall be administratively suspended until such condition is satisfied.

Any and all certificates issued to Hagler shall be subject to the following conditions for five (5) years:

1. Hagler 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 Hagler 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. If Hagler fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.

2. Hagler 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). Hagler shall pay any expense incurred. If Hagler fails to satisfy this condition, his application for certification renewal and/or an additional certificate shall not be processed until such condition is satisfied.

**Vote:** *Unanimous*

1106455 Jason Thompson

Accept Agreed Order stating Certificate Number 000081286 is permanently revoked. Thompson shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Thompson 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. If Thompson cannot locate his certificate, he shall instead submit a letter to the EPSB indicating that he cannot locate his certificate.

**Vote:** *Unanimous*

1803353 David Richards

Accept Agreed Order stating Richards shall provide written proof to the Board that he has completed the following conditions by December 1, 2020: Appropriate Student Supervision Training or a training that covers that topic as conducted by Richards' supervisor, and Professionalism Training. Richards shall pay any expense incurred. If Richards fails to complete the above trainings by December 1, 2020, Certificate Number 201151928 shall be administratively suspended until such trainings are completed. Richards 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*

1806879 Kevin Herndon

Accept Agreed Order suspending Certificate Number 201164041 for a period of one year. Herndon shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

Herndon is not currently employed in the classroom. If Herndon should apply for or accept employment requiring Kentucky teacher certification after the suspension period, he shall first submit written proof to the Board that he has taken a course of professional development/training on the subject of proper teacher/student boundaries. Any cost for the training shall be paid for by Herndon. If Herndon does not submit the written proof prior to applying for or accepting a position requiring Kentucky certification, Certificate Number 201164041 shall be administratively suspended until such time as Herndon provides the proof.

Herndon is not currently employed in the classroom. If Herndon should apply for or accept employment requiring Kentucky teacher certification after the suspension period, he shall first submit written proof to the Board that he has taken a course of professional development/training on the subject of professionalism. Any cost for the training shall be paid for by Herndon. If Herndon does not submit the written proof prior to applying for or accepting a position requiring Kentucky certification, Certificate Number 201164041 shall be administratively suspended until such time as Herndon provides the proof.

Herndon is not currently employed in the classroom. If Herndon should apply for or accept employment requiring Kentucky teacher certification after the suspension period, he shall first submit written proof to the Board that he has taken a course of professional development/training on the subject of educator ethics. Any cost for the training shall be paid for by Herndon. If Herndon does not submit the written proof prior to applying for or accepting a position requiring Kentucky certification, Certificate Number 201164041 shall be administratively suspended until such time as Herndon provides the proof.

After the suspension period has lifted, Certificate Number 201164041 shall be under a probationary period of ten years and subject to the following condition:

Herndon shall receive no disciplinary action during the probationary period related to issues relating to student/teacher boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. Failure to comply with this condition will result in Certificate Number 201164041 being administratively suspended pending further Board review and disposition.

Herndon 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*

1904395 Autumn Pyles

Accept Agreed Order admonishing Pyles for her lack of professional judgment during the above interaction with students. Pyles is reminded that as a teacher she is held to a higher standard and must uphold the dignity and integrity of the profession. The Board will not tolerate any further infractions from Pyles.

Pyles shall complete a course on the Professional Code of Ethics by February 1, 2020, as approved by the Board. Any expense required for said training shall be paid by Pyles. Failure to abide by this condition shall result in an administrative suspension of her certificate until proof of completion has been submitted to the Board.

Pyles 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*

1903287 Mary Romain

Accept Agreed Order stating Certificate Number 201171479 is expired. Romain agrees to neither apply for nor be issued any emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application

submitted by Romain or on her behalf shall be denied. Romain 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*

1906637 Jaken Orten

Accept Agreed Order stating Certificate Number 201212088 is expired. Orten agrees to neither apply for nor be issued any emergency or substitute certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Orten or on his behalf shall be denied. Orten 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*

1909869 Nicole Adell

Accept Agreed Order admonishing Adell for missing a work day without approved leave. Adell is reminded that she is required to get any leave time approved before taking days off, as taking unapproved time off is a violation of the Professional Code of Ethics.

Certificate Number 000076962 shall complete a probationary period of eighteen (18) months with the following condition:

1. Adell shall not receive any disciplinary action from any school district in which she is employed. If Adell fails to satisfy this condition, Certificate Number 000076962 shall be automatically 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 upholds the disciplinary action, the disciplinary action, if a termination, suspension or public reprimand shall be considered a violation of this condition.

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*

1909893 Leah Elliott

Accept Agreed Order admonishing Elliott for her lack of professional judgment in regards to her use of social media. Elliott is reminded that as a certified educator she is required to meet high ethical standards as defined by the Professional Code of Ethics for Certified Educators.

Elliott shall submit written proof to the Board that she has completed a course on appropriate use of social media, as approved by the Board, by April 1, 2020. Any expense required for said training shall be paid by Elliott. If Elliott fails to satisfy this condition, certificate number 201132183 shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.

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

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

18111365 Stephen Maddux

Accept Agreed Order stating Certificate Number 201150028 is permanently revoked. Maddux shall neither 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, Maddux 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.

**Vote:** *Unanimous*

1908749 Nicole Fedorko

Accept Agreed Order retroactively suspending Certificate Number 201127991 shall be retroactively suspended from December 21, 2019 through January 4, 2020.

Furthermore, Fedorko 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 Fedorko.

Fedorko has provided written proof to the Board that she has completed an alcohol and drug assessment, which indicated a low probability of an alcohol or drug disorder. Fedorko has also provided written proof to the Board that she has been actively seeking treatment and counseling to resolve any further concerns of the Board.

Certificate Number 201127991 is currently under a permanent probation in Case No. 1303229, and will remain on permanent probation.

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 (Ms. Lacefield recused)*

1207401 Rhonda Blankenship

Accept Agreed Order admonishing Blankenship 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 by Blankenship.

Blankenship has provided written proof to the Board that she has completed six (6) hours of ethics training, as approved by the Board.

Upon acceptance of this agreement by the Board, Certificate Number 200102207, shall be subject to the following conditions for a period of (2) years:

1. By August 1, 2020, Blankenship shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and is compliant with any treatment recommendations. If Blankenship requires ongoing treatment, she shall provide quarterly written

progress reports from her counselor until she is released from treatment or the probationary period ends, whichever occurs first. Blankenship shall pay any expense incurred. If Blankenship fails to satisfy any portion of this condition, Certificate Number 200102207 shall be administratively suspended until such condition is satisfied.

2. By July 1st of each year of the probation, Blankenship shall provide a copy of her current criminal record, as prepared by the Administrative Office of the Courts (AOC) and shall have no convictions involving alcohol or controlled substances. Blankenship shall pay any expense incurred. If Blankenship fails to provide her criminal record by July 1st, Certificate Number 200102207 shall be administratively suspended until such condition is satisfied. If Blankenship is convicted of a crime involving alcohol or controlled substances during the probationary period, Certificate Number 200102207 shall be administratively suspended pending Board review and disposition.

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

**Vote:** *Unanimous*

1905539 Charmaine Cureton

Accept Agreed Order stating Cureton shall not seek or accept any position of employment in Kentucky that requires certification. Should Cureton violate this agreement, Certificate Number 201155371 shall be administratively suspended pending Board review and disposition. Cureton 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*

1906589 Jeff Hamilton

Accept Agreed Order stating Hamilton is currently retired and has no plans to return to the classroom. Hamilton shall not seek or accept any position of employment in Kentucky that requires certification. Should Hamilton violate this agreement, Certificate Number 000024658 shall be

automatically suspended pending Board review and disposition.

**Vote:** *Unanimous*

1906649 Carolyn Baird

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

By September 1, 2020, Baird shall provide written proof to the Board that she has successfully completed a course in the area of classroom management, as approved by the Board. Any expense incurred for said training shall be paid by Baird. If Baird fails to provide written proof by September 1, 2020, Certificate Number 201166082 shall be administratively suspended until such condition is satisfied.

Baird is not currently teaching. Prior to returning to a certified position in Kentucky, Baird shall provide written proof to the Board that she has undergone a comprehensive fit for duty assessment by a Kentucky licensed and/or certified physician, as approved by the Board. Baird shall also provide written proof that she is compliant with any and all treatment recommendations proposed by the physician and is fit to perform the essential functions of an educator. Baird shall pay any expense incurred. If Baird fails to satisfy any part of this condition, Certificate Number 201166082 shall be automatically suspended pending review and disposition by the Board.

Baird 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*

1909911 Kathy Hale

Accept Agreed Order suspending Certificate Number 199900809's Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 and Professional Certificate For Instructional Leadership – Supervisor of Instruction, Level 2 for twelve (12) months from the date of this Order.

By July 1, 2020 Hale shall provide written proof to the Board that she has completed twelve (12) hours of professional development training in the area of educator ethics. Any expense incurred for said training shall be paid for by Hale. If Hale fails to satisfy this condition, Certificate Number 199900809 shall be administratively suspended until such condition is fulfilled.

In addition, Certificate Number 199900809 shall be subject to the following probationary conditions for a period of three (3) years:

1. Hale shall not be allowed to participate in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE. If Hale fails to satisfy this condition, Certificate Number 199900809 shall be administratively suspended pending Board review and disposition.
2. By September 1st of each year of employment in any Kentucky school, Hale shall provide written notification to her supervisor that he is unable to participate in state mandated testing and shall file a copy of the written notice with the Board. If Hale fails to satisfy any part of this condition, Certificate Number 199900809 shall be administratively suspended pending Board review and disposition.
3. By May 31 of each year of her employment in a Kentucky public school, Hale shall submit a letter from her supervisor to the Board confirming that she did not participate in any state mandated testing during the school year. If Hale fails to satisfy any part of this condition, Certificate Number 199900809 shall be administratively suspended pending Board review and disposition.

Finally, Certificate Number 199900809 shall be subject to the following permanent probationary condition:

1. Hale shall not be reported to the Board for a finding by KDE that she violated the Administration Code for Kentucky's Educational Assessment Program. If Hale is reported to the Board by KDE for a testing violation during the probationary period, Certificate

Number 199900809 shall be administratively suspended for a period of two (2) years.

Hale 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*

1908753 Brook West

Accept Agreed Order stating Certificate Number 201220140 is expired. West 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 West or on her behalf shall be denied.

**Vote:** *Unanimous*

1906609 Tracy Warren

Accept Agreed Order suspending Certificate Number 200100676 for sixty-one (61) days beginning June 1, 2020 to August 1, 2020.

By May 1, 2020, Warren 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. Warren shall pay any expense incurred. Certificate Number 200100676 shall administratively suspended until such condition is satisfied.

In addition to any educational requirements, reinstatement of a certificate to Warren is expressly conditioned upon the following:

1. Warren shall provide written proof to the Board that she has successfully completed twelve (12) 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 for by Warren. Certificate Number 200100676 shall not be reinstated until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 200100676 shall be on a five (5) year probation and subject to the following probationary conditions:

1. If the evaluating chemical dependency counselor makes any treatment recommendations, Warren shall submit quarterly written progress reports to the Board, beginning three (3) months after her initial assessment that she is compliant with all treatment recommendations, until she is released from treatment. Warren shall pay any expense incurred. If Warren fails to satisfy this condition, Certificate Number 200100676 shall be administratively suspended until such condition is satisfied.
2. Warren shall submit to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Warren shall pay any expense incurred. If Warren fails to satisfy this condition, Certificate Number 200100676 shall be administratively suspended pending Board review and disposition.
3. Warren shall receive no disciplinary action involving the use of drugs or alcohol from any school district in which she is employed. If Warren fails to satisfy this condition, Certificate Number 200100676 shall be administratively suspended pending 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.

Warren 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**

1905531 Jason Payton

Accept Agreed Order stating Payton is not currently employed as an educator and has no immediate plans to return to the field. However, prior to accepting a certified position in the state of Kentucky, Payton shall provide written proof to the Board that he has completed Classroom Management training, as approved by the Board. Payton shall pay any expense incurred. If Payton fails to satisfy this condition prior to returning to a certified position, Certificate Number 000082625 shall be administratively suspended until such condition is satisfied.

Further, upon accepting a certified position, Certificate Number 000082625 shall be subject to the following probationary condition for a period of two (2) years:

1. Payton shall not receive any disciplinary action for use of physical force from any school district in which he is employed. If Payton fails to satisfy this condition, Certificate Number 000082625 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.

Payton 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**

1909907 Joshua Snapp

Accept Agreed Order retroactively suspending Certificate Number 200202006's Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2, for

eighteen (18) months from June 6, 2018 to December 6, 2019.

By July 1, 2020 Snapp shall provide written proof to the Board that he has completed nine (9) hours of professional development training in the area of educator ethics. Any expense incurred for said training shall be paid for by Snapp. If Snapp fails to satisfy this condition, Certificate Number 200202006 shall be administratively suspended until such condition is fulfilled.

Snapp has not participated in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE for the 2018-2019 school year and has provided proof to the Board. Snapp has further not participated in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE for the current 2019-2020 school year. Certificate Number 200202006 shall be subject to the following probationary conditions until July 1, 2021:

1. Snapp shall not be allowed to participate in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE, during the probationary period. If Snapp fails to satisfy this condition, Certificate Number 200202006 shall be administratively suspended pending Board review and disposition.
2. By June 15th of each year of the probationary period, Snapp shall submit a letter from his supervisor to the Board confirming that he did not participate in any state mandated testing during the school year. If Snapp fails to satisfy any part of this condition, Certificate Number 200202006 shall be administratively suspended until such condition is satisfied.
3. By September 1, 2020 Snapp shall provide written notification to his supervisor that he is unable to participate in state mandated testing for the 2020-2021 school year and shall file a copy of the written notice with the Board. If Snapp fails to satisfy any part of this condition, Certificate Number 200202006 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 200202006 shall be subject to the following permanent probationary condition:

1. Snapp shall receive no disciplinary action for violation of 703 KAR 5:080, Administration Code for Kentucky's Educational Assessment Program, from any school district in which he is employed. If Snapp fails to satisfy this condition, Certificate Number 200202006 shall be administratively suspended pending 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.

Snapp 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*

1908763 Donna Blackburn

Accept Agreed Order admonishing Blackburn for her inappropriate interaction with a student. The Board reminds Blackburn that as an educator it is her duty to protect the health, safety and emotional well-being of each and every student in her classroom.

Blackburn shall submit written proof to the Board that she has completed a one hour course on professional development training with a focus on educator ethics, as approved by the Board. Any expense required for said training shall be paid by Blackburn. If Blackburn fails to satisfy this condition by June 1, 2020, her certificate shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.

Blackburn shall submit written proof to the Board that she has completed a one hour course on professional development training with a focus on classroom management, as approved by the Board. Any expense required for said training shall be paid by Blackburn. If Blackburn fails to satisfy this condition by June 1, 2020, her certificate shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.

Blackburn 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*

1908771 Sarah Zometa

Accept Agreed Order admonishing Zometa for her lack of professional judgment. Zometa is reminded that as a certified educator she is required to meet high ethical standards as defined by the Professional Code of Ethics for Certified Educators.

Zometa has submitted proof of three classes regarding responsible supervising.

Further, Zometa's teaching certificate shall be on probation for a period of two (2) years and subject to the following probationary condition:

1. Zometa shall receive no disciplinary action 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 upholds the disciplinary action, the disciplinary action, if a termination, suspension or public reprimand shall be considered a violation of this condition.

If Zometa fails to satisfy this condition, Certificate Number 201168508 shall be administratively suspended pending Board review and disposition.

Zometa 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*

1806905 Robert McCoy

Accept Agreed Order admonishing McCoy for failing to take reasonable measures to protect the health, safety, and emotional well-being of students. As an education professional, it is McCoy's responsibility treat all students with fairness and equity.

McCoy shall complete one course on educator ethics and provide written proof to the Board by August 1, 2020. Any expense to complete this requirement shall be the responsibility of McCoy.

Certificate Number 199602030 and any future endorsements or new areas of certification, shall be subject to the following three (3) year probationary conditions:

1. McCoy 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.

If McCoy fails to satisfy this condition, Certificate Number 199602030 shall be automatically suspended pending Board review and disposition.

McCoy 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*

1908755 Carey Cravens

Accept Agreed Order admonishing Cravens for conduct unbecoming an educator and inappropriately using force during interactions with Student D. The Board reminds Cravens that as a certified educator in the Commonwealth of Kentucky he has duty to take reasonable measures to protect the health, safety, and well-being of students and the Board will tolerate no further incidents of misconduct by Cravens.

Upon acceptance of this agreement by the Board, Certificate Number 201125522 is revoked for a period of five (5) years. Cravens 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. Cravens shall neither apply for nor be issued a teaching, administrative or an emergency certificate in the Commonwealth of Kentucky for the remainder of the revocation period.

Prior to reissuance, Cravens shall complete a fit-for-duty assessment by a qualified mental health provider, as approved by the Board, and follow through with any recommendations given by the provider. Cravens shall submit proof of the completed assessment to the Board. Additionally, Cravens shall submit proof she has completed all recommendations. Any cost incurred shall be paid for by Cravens. Failure to satisfy this condition shall result in a denial to reissue.

Cravens shall submit written proof to the Board that she completed a training course on classroom management;

Upon acceptance of this agreement by the Board, Certificate Number 201125522 shall be on permanent probation with the following conditions:

1. During the probationary period, Cravens shall not receive any disciplinary action for use of force from any school district in the Commonwealth of Kentucky.

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

If Cravens fails to satisfy these conditions, Certificate Number 201125522 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

Cravens 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*

1906613 Joseph Skeens

Accept Agreed Order stating Skeens voluntarily, knowingly, and intelligently surrenders Certificate Number 200001057, 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, Skeens 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. Skeens 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*

1908775 Frederick Jones

Accept Agreed Order stating Jones voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 13713, 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, Jones 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.

**Vote:** *Unanimous*

1908781 James Hamm

Accept Agreed Order admonishing Hamm for his lack of professional judgment in interactions with students. It is important for students to feel safe and comfortable with their educators, and conduct that makes them feel otherwise must be avoided. The Board urges Hamm to be more cognizant of the boundaries between student and teacher going forward.

Hamm is retired from the classroom. Prior to taking a job in the future that requires Kentucky teacher certification, Hamm shall provide written proof to the Board that he has taken a course of training/professional development on the topic of teacher/student boundaries. Any cost for said training shall be paid for by Hamm. Failure to provide this proof prior to taking a job requiring Kentucky teacher certification shall result in Certificate Number 200237821 being administratively suspended until Hamm provides the proof.

Hamm is retired from the classroom. Prior to taking a job in the future that requires Kentucky teacher certification, Hamm shall provide written proof to the Board that he has taken a course of training/professional development on the topic of educator ethics. Any cost for said training shall be paid for by Hamm. Failure to provide this proof prior to taking a job requiring Kentucky teacher certification shall result in Certificate Number 200237821 being administratively suspended until Hamm provides the proof.

Certificate Number 200237821 shall be under a three year probation starting the first day that Hamm reports to a job requiring Kentucky teacher certification, and shall be placed under the following probationary condition:

Hamm shall not receive any disciplinary action from any school district related to student/teacher boundaries in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 200237821 shall be administratively suspended pending 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.

Hamm 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*

1411777 Gregory Glish

Accept Agreed Order admonishing Glish for his lack of professional judgment in interactions with students. As an education professional, it is Glish's responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity and be mindful in his interactions with them.

Glish has provided written proof to the Board that he has taken a course of training/professional development on the subject of educator ethics.

Glish has provided written proof to the Board that he has taken a course of training/professional development on the subject of proper student teacher boundaries.

Glish is retired. If Glish should return to a position that requires Kentucky teacher certification, Certificate Number 000042455 will be under a probationary period of eighteen months and subject to the following condition:

During the probationary period, Glish shall receive no disciplinary action involving inappropriate contact with students. If Glish fails to satisfy this condition, Certificate Number 000042455 shall be automatically suspended pending Board review and disposition. Glish 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.

"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.

Glish 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*

1906605 Amy Smith-Thomas

Accept Agreed Order suspending Certificate Number 200206133 from June 1, 2020 to August 1, 2020, a period of two months. Smith-Thomas shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

Smith-Thomas is not currently employed in the teaching profession. Prior to accepting a position requiring teacher certification, Smith-Thomas shall submit to the board 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. Smith-Thomas 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 her duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Smith-Thomas. Failure to provide said proof prior to accepting a position requiring Kentucky teacher certification will result in Certificate 200206133 being administratively suspended until such time as Smith-Thomas provides the proof.

Prior to accepting a position requiring teacher certification, Smith-Thomas shall submit to the board written proof that she has taken a course of professional development/training on the topic of educator ethics as approved by the Board. Any expense for this professional development/training shall be paid for by Smith-Thomas. Failure to provide said proof prior to accepting a position requiring Kentucky teacher certification will result in Certificate 200206133 being administratively suspended until such time as Smith-Thomas provides the proof.

Smith-Thomas is not currently employed in the teaching profession. Should Smith-Thomas accept a position requiring Kentucky teacher certification in the future, any certificates issued to her shall be subject to a two year probationary period and subject to the following condition:

Smith-Thomas shall not receive any disciplinary action from any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 200206133 shall be administratively suspended pending Board review and disposition.

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

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

## **Recommended Orders**

### **Case Name**

1406358 Tessa Miracle

### **Decision**

Remand the administrative action back to the hearing officer for the hearing officer to issue a Recommended Order that meets the requirements of KRS 13B.110(1), fully advising parties of their exception and appeal rights.

**Vote:** *Unanimous*

1305307 Gloria Buchanan

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 200121007 is permanently revoked.

**Vote:** *Unanimous*

18071045 Matthew Schmitz

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Respondent is admonished for exercising poor professional judgment. The Board reminds Respondent 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 Respondent.

Certificate Number 201169512 has expired and Respondent is not currently teaching. Prior to renewing any certification, Respondent shall provide written proof to the Board that he has successfully completed the following:

1. Respondent shall provide verification of his sobriety, such as proof of continued attendance of AA/NA meetings. If Respondent fails to satisfy this condition, Certificate Number 201169512 shall not be reissued until such condition is satisfied.
2. Respondent shall provide written proof to the Board that he has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill his duties as an educator. Respondent shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide written progress reports to the Board until he has been released from treatment by the counselor. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate

Number 201169512 shall not be reissued until such condition is satisfied.

3. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense for said training shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201169512 shall not be reissued until such condition is satisfied.
4. Respondent shall not be convicted of any crime involving the use and/or possession of any controlled substance or alcohol prior to renewing his application for certification. Respondent shall submit a copy of his current criminal record, as prepared by the Federal Bureau of Investigation with his next application for certification. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201169512 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 201169512 shall be subject to the following probationary conditions for a period of five (5) years:

1. Respondent shall submit to random drug testing to be administered by a provider approved by the Board and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Respondent shall pay any expense incurred. If Respondent fails to satisfy any portion of this condition, Certificate Number 201169512 shall be administratively suspended pending Board review and disposition.
2. Respondent shall not receive any criminal convictions. If Respondent 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. A violation is not considered a minor traffic violation if it is a violation for which jail time

may be imposed. If Respondent fails to satisfy any portion of this condition, Certificate Number 201169512 shall be administratively suspended pending Board review and disposition.

**Vote:** *Unanimous*

1804603 Michael Carneal

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that the Respondent Michael Carneal's teaching Certificate Number 201160207 is permanently revoked. The Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Respondent 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.

**Vote:** *Unanimous*

17121675 Thomas Knabel

Modify the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order to comply with Petitioner's duly filed exceptions.

**Vote:** *Unanimous (Ms. Chevalier recused)*

**Motions to Reconsider**

**Case Name**

1905507 Rebecca Ratliff

**Decision**

Approve Motion to Reconsider and adopt the amended Agreed Order.

**Vote:** *Unanimous*

1903291 Logan Gilbert

Approve Motion to Reconsider and adopt the amended Agreed Order.

**Vote:** *Unanimous*

*Motion made by Mr. Steven Thomas seconded by Mr. Smith to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 3:00 p.m.

## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Consent Item:**

Board Approval for the Professional Learning Board's Online Courses

#### **Staff's Recommendation:**

The Education Professional Standards Board (EPSB) should approve the online courses.

#### **Rationale:**

Staff has reviewed the trainings and has found that the courses will address the needs of educators referred for specific training. Having additional online courses in high demand areas such as Bullying, Mental Health, Exceptional Learners, Classroom Environment/Management, Cultural Competency, and Ethics will assist educators in completing trainings in a timely manner.

#### **Action Question:**

Should the EPSB approve the online courses as training for individuals with cases before the EPSB?

#### **Applicable Regulation:**

KRS 161.028, KRS 161.120, 16 KAR 1:020, 16 KAR 1:030

#### **History/Background:**

***Existing Policy:*** Pursuant to KRS 161.120(1), the EPSB may impose probationary or supervisory conditions upon any certificate issued by the EPSB. The EPSB has used this authority to require educators to attend specific training to address the alleged misconduct and prevent further incidents. The EPSB's *Procedures Relating to Action on an Educator's Certification* also includes a Deferral for Training option that allows an educator the opportunity to complete a recommended training and submit written proof to the EPSB for a dismissal of his/her case.

***Summary:*** The Kentucky Education Association (KEA) in collaboration with the Professional Learning Board (PLB) is requesting approval for twenty-one online trainings. The PLB's courses align to the National Board for Professional Teaching Standards Core Propositions. In all twenty-one courses, educators demonstrate their comprehension of the material through online quizzes and checks for understanding, which are aligned with research-based assessments and that model best practices for teaching and learning with students. Enclosed under separate cover is a detailed description and outline for each of the courses, as well as information on the course developers.

***Budget Impact:*** There is no budgetary impact, as educators are responsible for the cost of any training they are required to complete for the EPSB.

**Contact Person:**

Chelsea Young, Deputy General Counsel  
Office of Legal Services  
(502) 564-4606  
Email: [chelsea.young@education.ky.gov](mailto:chelsea.young@education.ky.gov)

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Information/Discussion Item:**

School Leaders Licensure Assessment (SLLA) Cut Score

### **Rationale:**

The Education Professional Standards Board (EPSB) needs to determine the specified minimum score for passage of the SLLA (6990). The recommended cut score is the national recommended cut score established by Educational Testing Services (ETS).

### **Applicable Statute or Regulation:**

KRS 161.020, KRS 161.027, KRS 161.028, KRS 161.030, 16 KAR 3:090

### **History/Background:**

**Existing Policy:** 16 KAR 3:090 establishes the standards for preparation and certification for all advanced educational leaders. Section 3 of the regulation establishes the assessment requirements for certification for all advanced educational leaders, including career and technical school principals. Beginning December 1, 2020, these applicants for certification shall attain the specified minimum score on the SLLA (6990). Until December 1, 2020, an applicant for advanced educational leadership-school principal, or a career and technical school principal, may substitute a passing score on the SLLA (6990) for a passing score on the SLLA (6011). The EPSB must determine the specified minimum score for passage of the SLLA (6990).

**Summary:** ETS has updated the SLLA and now offers the SLLA (6990). The new SLLA has been aligned with the Professional Standards for Education Leaders, which the EPSB has also adopted as the standards for the preparation of all advanced educational leaders. ETS has established a recommended cut score of 151. Staff recommends that the EPSB adopt the national recommended cut score of 151 as the minimum score for passage.

**Budget Impact:** There is no budgetary impact.

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## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action Item:**

Request to Approve Conditional Admittance to Educator Preparation Programs for Applicants Unable to Take the Admissions Assessments

#### **Staff's Recommendation:**

The Education Professional Standards Board (EPSB) should approve conditional admittance to Educator Preparation Programs for the Fall 2020 semester for applicants who are unable to take the admission assessments.

#### **Rationale:**

Due to the COVID-19 health crisis, Educational Testing Services (ETS) test sites have been closed. As a result, those pursuing admission to an educator preparation program are unable to take the assessments required for admission. The proposed conditional admittance would allow institutions to admit those applicants for the Fall 2020 semester. Applicants would be required to complete the requisite assessments prior to continuation in the program.

#### **Action Question:**

Should the EPSB approve conditional admittance for applicants who are unable to take the admission assessments?

#### **Applicable Statute or Regulation:**

KRS 161.028, KRS 161.030, 16 KAR 5:020

#### **History/Background:**

*Existing Policy:* 16 KAR 5:020 establishes the standards for admission to an educator preparation program that is required for certification. Section 1(2)(b) sets the Praxis Core Academic Skills for Educators (CASE) as the assessment for admission to an approved undergraduate initial certification educator preparation program. Passage of the CASE or the Graduate Record Exam is required for admission to an approved graduate level initial certification educator preparation program.

*Summary:* ETS test sites have been closed due to the COVID-19 public health crisis. Due to these closures, candidates seeking admission to educator preparation programs for this fall are unable to successfully complete the assessments. The proposed conditional admittance would allow institutions to admit students who meet all other admissions criteria for the Fall 2020 semester. The student would have to successfully complete the admissions assessments prior to continuation in the program. Those students who receive certification in combination with admission to the program, would have to complete the requisite assessments prior to renewal of the certificate. Additional guidance on the proposed conditional admittance is included for EPSB review.

*Budget Impact:* There is no budgetary impact.

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## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action Item:**

Request to Approve One-Year Certification for Applicants Unable to Take the Certification Assessments

#### **Staff's Recommendation:**

The Education Professional Standards Board (EPSB) should approve one-year certification for those applicants unable to take the certification assessments.

#### **Rationale:**

Due to the COVID-19 health crisis, Educational Testing Services (ETS) test sites have been closed. As a result, those pursuing certification are unable to take the assessments required for certification. The proposed one-year certification would grant relief to applicants while still requiring that they meet the assessment requirements before continuing in the field.

#### **Action Question:**

Should the EPSB approve one-year certification for applicants who are unable to take the certification assessments?

#### **Applicable Statute or Regulation:**

KRS 161.028, KRS 161.030, 16 KAR 6:010, 16 KAR 3:090

#### **History/Background:**

**Existing Policy:** KRS 161.028(1)(a) provides the EPSB the authority and responsibility to establish standards and requirements for obtaining and maintaining a teaching certificate. KRS 161.030(1) requires that the EPSB promulgate administrative regulations establishing requirements for issuance of a certificate authorized under KRS 161.010 to 161.126. KRS 161.030(3)(a) also grants the EPSB the authority to select the assessments for certification and determine the minimum acceptable level of achievement on each assessment. The EPSB has set these assessment prerequisites for advanced educational leaders through 16 KAR 3:090, Section 3, and for teachers through 16 KAR 6:010.

**Summary:** ETS test sites have been closed due to the COVID-19 public health crisis. Due to these closures, candidates seeking certification this fall are unable to successfully complete the assessments. The proposed action would allow those applicants who meet all requirements for certification, except successful completion of the requisite assessment, to obtain a one-year certificate for the 2020-2021 school year. Applicants would then be required to complete the requisite assessments prior to continuing in the profession or obtaining full certification. Additional guidance on the proposed conditional admittance is included for EPSB review.

**Budget Impact:** There is no budgetary impact.

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## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action Item:**

Request to Approve Remote Student Teaching Observations for all Educator Preparation Programs for the Spring 2020 Semester

#### **Staff's Recommendation:**

The Education Professional Standards Board (EPSB) should approve remote student teaching observations for all educator preparation programs for the Spring 2020 semester.

#### **Rationale:**

Due to the COVID-19 health crisis, university supervisors are unable to complete in-person observations of student teachers. 16 KAR 5:040, Section 4(1) allows a portion of the observations to be remote, but requires EPSB approval for remote observations. Approving remote observations will provide additional flexibility for meeting the required number of observations.

#### **Action Question:**

Should the EPSB approve remote observations for all educator preparation programs for the Spring 2020 semester?

#### **Applicable Statute or Regulation:**

KRS 161.028, 16 KAR 5:040

#### **History/Background:**

**Existing Policy:** 16 KAR 5:040, Section 4(1) provides “The university supervisor shall conduct a minimum of four (4) observations of the student teacher in the actual teaching situation, a portion of which may be remote. Requests for remote observation(s) shall be submitted to and approved by EPSB prior to the observation(s).”

**Summary:** School closures due to COVID-19 have resulted in university supervisors being unable to complete in-person observations. Though the regulation allows a portion of the observations to be done remotely, it also requires the educator preparation providers to submit a request to the EPSB for approval prior to the observations. The current circumstances requiring remote observations were unforeseen prior to this semester. University supervisors have made good faith efforts to complete as many onsite observations as possible. Due to mandated school closings and student teachers’ participation in nontraditional instruction days, university supervisors are forced to rely on remote observations. Therefore, staff is recommending that the EPSB approve remote student teaching observations for all educator preparation programs for the Spring 2020 semester.

**Budget Impact:** There is no budgetary impact.

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## **KENTUCKY DEPARTMENT OF EDUCATION**

### **STAFF NOTE**

#### **Action/Discussion Item:**

16 KAR 5:040. Request to Waive Student Teaching Days Due to District Closures

#### **Action Question:**

Should the Education Professional Standards Board (EPSB) approve the waiver of student teaching days due to district closings?

#### **Applicable Statute or Regulation:**

KRS 161.028, 16 KAR 5:040

#### **History/Background:**

**Existing Policy:** 16 KAR 5:040, Section 5 provides that each educator preparation provider (EPP) shall provide a full professional semester to include a period of student teaching for a minimum of seventy (70) full days, or its equivalent, in instructional settings that correspond to the grade levels and content areas of the student teacher's certification program.

**Summary:** Every spring, the EPSB receives similar waiver requests due to district closures for the flu, weather and political activity. Though a portion of the current requests are the result of closures for the flu and weather, the unprecedented long-term district closures due to the COVID-19 health crisis account for the majority of the requests this semester. District closures have made it impossible for some student teachers to complete seventy (70) full days of student teaching before the close of the Spring 2020 higher education academic semester. District closures are out of the control of the student teachers and EPPs; however, both have made good faith efforts to complete as many days as possible during the semester. Alice Lloyd College, Asbury University, Bellarmine University, Berea College, Brescia University, Campbellsville University, Eastern Kentucky University, Georgetown College, Kentucky Wesleyan College, Lindsey Wilson College, Midway University, Morehead State University, Murray State University, Northern Kentucky University, Transylvania University, Union College, University of Louisville, University of Pikeville, University of the Cumberlands and Western Kentucky University have requested waivers for their students. Each EPP has provided a list of the number of days needed per student for this waiver.

**Budget Impact:** There is no budgetary impact.

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# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Action/Discussion Item:**

16 KAR 5:040. Request to Waive Student Teacher Observations

### **Action Question:**

Should the Education Professional Standards Board (EPSB) approve the waiver of student teacher observations?

### **Applicable Statute or Regulation:**

KRS 161.028, 16 KAR 5:040

### **History/Background:**

**Existing Policy:** 16 KAR 5:040, Section 4 (1) provides “the university supervisor shall conduct a minimum of four (4) observations of the student teacher in the actual teaching situation, a portion of which may be remote. Requests for remote observation(s) shall be submitted to and approved by EPSB prior to the observation(s).”

**Summary:** District closures due to the COVID-19 health crisis have resulted in university supervisors being unable to physically complete the four required observations. While university supervisors are working to conduct remote observations, in some cases they are still unable to perform all requisite observations. Kentucky Wesleyan College, Murray State University, Northern Kentucky University, University of the Cumberlands and Western Kentucky University have requested waivers for the number of observations the university supervisors are unable to complete.

**Budget Impact:** There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

16 KAR 4:060. Request to Waive Renewal Requirements Due to Medical Condition

**Action Question:**

Should the Education Professional Standards Board approve the applicant's request to allow the experience she has completed thus far to count to renew her certification?

**Applicable Statute or Regulation:**

KRS 161.028, 16 KAR 4:060

**History/Background:**

***Existing Policy:*** 16 KAR 4:060 requires that for an educator to renew a certificate, the educator must obtain three years of teaching experience or six semester hours of new graduate coursework since the certificate was last issued or renewed.

***Summary:*** Martha Brock was placed on disability retirement due to a medical condition in December 2014 and was cleared to return to work in February 2019. She was hired by Harlan County Public Schools for the remainder of the 2018-2019 school year where she worked as an elementary teacher until she retired in June 2019. Upon retirement, Ms. Brock returned to work on a part-time basis as a Gear-Up instructor and has remained employed in that role through the 2019-2020 school year. Her certificate is valid from July 1, 2015 through June 30, 2020. Ms. Brock will only have one and a half years of the required three years of experience for renewal and asks the EPSB to waive the remaining year and a half.

***Budget Impact:*** There is no budgetary impact.

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**KENTUCKY DEPARTMENT OF EDUCATION**

**STAFF NOTE**

**Action/Discussion Item:**

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

**Action Question:**

Should the Education Professional Standards Board approve the request to waive the requirement for the applicant to possess an equivalent certification for Gifted endorsement in Indiana?

**Applicable Statute or Regulation:**

KRS 161.028, 16 KAR 4:030

**History/Background:**

*Existing Policy:* 16 KAR 4:030 requires out-of-state prepared educators to possess an equivalent certification from the state where the applicant completed his or her preparation program.

*Summary:* Shelby County Schools has had vacancy postings for their Gifted program with few or no qualified applicants. The district is requesting this waiver in order to place Rebekah Bastin as a teacher in their Gifted and Talented program. Ms. Bastin currently holds elementary certification and is already employed with Shelby County Schools. She completed a Gifted endorsement program at Indiana University Bloomington and passed the required Indiana CORE assessment. Ms. Bastin did not add the endorsement to her Indiana certificate because she was moving to Kentucky. She has passed Kentucky's Praxis test for the Gifted endorsement. Shelby County Schools is requesting a waiver of the requirement that Ms. Bastin obtain the equivalent certificate from Indiana.

*Budget Impact:* There is no budgetary impact.

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