

The actions delineated below were taken in open session of the EPSB at the April 13, 2020, webcast 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 9:08 a.m. ET. In an effort to prevent the spread of the novel Corona Virus (COVID-19) this meeting was conducted by video teleconference. She read the mission statement to the EPSB and audience.

Roll Call

The following Board members were present during the April 13, 2020, EPSB meeting:

Melanie Callahan, Kim Chevalier, Aaron Collins, Johnathan Gay, Donna Hedgepath, Jeff Jennings, Justin Mitchell, Daniel Morgan, Ellen Murphy, Sherry Powers, Shad Sletto, Adam Smith, Elizabeth Smith, Jamie Stickler, Steven Thomas, and Rachel Watson.

CPE: Melissa Bell

Approval of Consent Items

Approval of February 10, 2020, EPSB Meeting Minutes

Board Approval for the Professional Learning Board's Online Courses

2020-016

Motion made by Mr. Justin Mitchell, seconded by Mr. Shad Sletto, to approve the consent agenda items.

Vote: *Unanimous*

Report of the Executive Secretary

Report from the Council on Postsecondary Education

Dr. Melissa Bell highlighted the COVID-19 efforts from CPE, specifically discussing issues such as refunds, reliable internet, grading policies, and ensuring high quality online instruction. Dr. Bell stated CPE is currently discussing the potential effects on the Fall semester.

Report of the Associate Commissioner

Mr. Rob Akers shared updates from the Office of Educator Licensure and Effectiveness in support of the work of the EPSB.

Other Updates

Dr. Amanda Ellis provided updates from KDE and reflected on the work to provide guidance during COVID-19. Dr. Ellis stated all districts were utilizing Non-Traditional Instruction (NTI), discussed the continuing series of Superintendent's webcasts, and informed the EPSB of the regulations that had been waived by KBE to provide flexibility.

Information/Discussion Items

School Leader Licensure Assessment Cut Score

The EPSB reviewed the proposed cut score of 151 as set by the Educational Testing Service. Until Dec. 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). Beginning December 1, 2020, these applicants for certification shall attain the specified minimum score on the SLLA (6990).

Action Items

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

2020-017

Motion made by Mr. Sletto, seconded by Ms. Rachel Watson, to approve.

Vote: *Unanimous*

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

2020-018

Motion made by Mr. Adam Smith, seconded by Mr. Jeff Jennings, to approve.

Vote: *Unanimous*

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

2020-019

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

Vote: *Unanimous*

Waivers

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

2020-020

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

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

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

2020-021

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

Vote: *Unanimous*

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

2020-022

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

Vote: *Unanimous*

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

2020-023

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

Vote: *Unanimous*

Board Comments

Mr. Sletto commented on the need for the waivers approved by the EPSB due to COVID-19, but stated he hopes stakeholders will do everything they can to provide additional resources during these times.

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

Vote: *Unanimous*

Motion made by Mr. Morgan seconded by Mr. Smith, 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, Johnathan Gay, Donna Hedgepath, Jeff Jennings, Justin Mitchell, Daniel Morgan, Ellen Murphy, Sherry Powers, Shad Sletto, Adam Smith, Elizabeth Smith, Jamie Stickler, Steven Thomas, and Rachel Watson

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

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1910981	Admonish
200193	Admonish
200197	Admonish
200199	Admonish
2002369	Defer for Training
2001165	Admonish & Training
2001163	Admonish
19101003	Attorney Review
2001159	Admonish
2001157	Defer for Training
2001161	Admonish
2001153	Admonish & Training
2001155	Admonish & Training
2001277	Attorney Review
19101053	Attorney Review
2001131	Attorney Review
2001267	Attorney Review
2002371	Admonish
2001127	Admonish
2001133	Attorney Review
19121295	Dismissed
2002363	Dismissed
2001135	Attorney Review
19121291	Attorney Review
2002357	Attorney Review
19121293	Attorney Review
2001129	Attorney Review
2001151	Dismissed
2001275	Dismissed
2001149	Attorney Review
2001143	Defer for Training
2001263	Defer for Training
2002379	Dismissed
2001261	Dismissed
2001141	Admonish & Training

2001147	Dismissed	<i>(Mr. Sletto dissented)</i>
2001145	Dismissed	<i>(Mr. Sletto dissented)</i>
2001265	Defer for Training	
2001291	Dismissed	
19101059	Defer for Training	<i>(Ms. Smith Recused)</i>
2001295	Attorney Review	
2001297	Admonish & Training	
19111189	Dismissed	
19121299	Defer for Training	
19121317	Defer for Training	
19121349	Defer for Training	
19121321	Dismissed	
19121319	Defer for Training	
19121341	Defer for Training	
2002449	Dismissed	
200157	Admonish	
19111211	Dismissed	
200181	Dismissed	
19111197	Dismissed	
20017	Dismissed	
2002447	Dismissed	
200111	Defer for Training	
200177	Dismissed	
19121337	Dismissed	
19121335	Dismissed	
200145	Dismissed	
2002531	Dismissed	
19121345	Dismissed	
200191	Admonish	
19121327	Dismissed	
19111187	Dismissed	
200129	Dismissed	
200127	Dismissed	
200131	Defer for Training	
200149	Defer for Training	
20019	Defer for Training	
19111217	Dismissed	
200125	Defer for Training	
200163	Dismissed	
19121339	Defer for Training	
19121313	Defer for Training	
19121315	Dismissed	
19111195	Dismissed	
19121325	Defer for Training	
19121333	Dismissed	
200133	Attorney Review	

200171	Dismissed
19121301	Defer for Training
19121351	Dismissed
2002513	Dismissed
19121329	Dismissed
19121303	Dismissed
19111221	Defer for Training
200139	Defer for Training
200159	Defer for Training
200143	Defer for Training
200183	Dismissed
19121311	Defer for Training
200115	Defer for Training
19111163	Dismissed
19121343	Defer for Training
200121	Dismissed
20011	Dismissed
200137	Dismissed
200175	Dismissed
200169	Defer for Training
200123	Defer for Training
20015	Dismissed
200167	Dismissed
200113	Defer for Training
19121347	Defer for Training
200141	Defer for Training
19121323	Dismissed
200173	Dismissed
200119	Defer for Training
200161	Dismissed
200151	Defer for Training
2001125	Admonish
2002405	Admonish & Training
2001123	Attorney Review
200189	Admonish
2001257	Admonish
2001281	Admonish & Training
2001103	Attorney Review
2001105	Defer for Training
2001107	Defer for Training
2001113	Attorney Review
2001111	Dismissed
2001117	Defer for Training
2001115	Defer for Training
2001101	Defer for Training
140297	Refer to Hearing

1405297	Refer to Hearing
17101409	Refer to Hearing
120183	Refer to Hearing
18111325	Refer to Hearing
1903295	Refer to Hearing
100122	Refer to Hearing
1803365	Refer to Hearing
18081097	Refer to Hearing
1910983	Refer to Hearing
1408522	Refer to Hearing
1908769	Refer to Hearing
1904429	Admonish
1905541	Attorney Review
1904361	Admonish
1904353	Admonish
1904437	Defer
1904401	Defer
18071033	No Further Action
1903283	No Further Action
18071005	Dismissed
1605325	Dismissed
1905523	Dismissed
1904439	Dismissed
1906687	Dismissed
1909873	Dismissed
1904363	Dismissed
1904351	Dismissed
19101037	Dismissed
19101041	Dismissed
19111149	Dismissed
19111139	Dismissed
19111127	Dismissed
19111133	Dismissed
19111137	Dismissed
19111141	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
2097	Approve
20147	Approve
20157	Approve
20199	Approve
20238	Approve
20281	Approve

20285	Approve on the condition that the allegations may be reviewed by the Board at a later date pursuant to the Board's Procedures Relating to Board Action on an Educator's Certification.
20276	Approve
20309	Approve
20356	Approve
20365	Defer
20182	Approve on the condition that the allegations may be reviewed by the Board at a later date pursuant to the Board's Procedures Relating to Board Action on an Educator's Certification.
20399	Defer
20129	Approve
20128	Approve
20134	Approve
20144	Approve
20148	Approve
20175	Approve
20208	Approve
20257	Approve
20278	Approve
20282	Deny
20350	Approve
20287	Deny
20192	Approve
20209	Approve
20279	Approve
20302	Approve

Agreed Orders

Case Number

Decision

1908783 Mark Edwards

Accept Agreed Order stating upon acceptance of this agreement by the Board, Edwards shall not seek or accept any position of employment in Kentucky that requires educator certification. Should Edwards violate this agreement, Certificate Number 201177827 shall be administratively suspended pending Board review and disposition.

Vote: *Unanimous*

CF 2057 Rachel Hufford

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

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

1. Hufford 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 Hufford is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, she shall submit this information to the Board, in writing, within thirty (30) days. If Hufford fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.
2. Hufford shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Hufford shall pay any expense incurred. If Hufford fails to satisfy this condition, her application for certification renewal and/or an additional certificate shall not be processed until such condition is satisfied.

Vote: *Unanimous*

18101289 Jenna Youngblood

Accept Agreed Order stating upon acceptance of this agreement, Certificate Number 201173713 shall be retroactively suspended for a period of five (5) days, from September 24, 2018 through September 28, 2018.

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

Youngblood is not currently teaching and has no immediate plans to return to the field. Before she accepts any position that requires educator certification in Kentucky, she must provide written proof she has completed the following:

1. Youngblood shall provide written proof to the Board that she has completed a course on educator ethics training, as approved by the Board. Youngblood shall pay any expense incurred. If Youngblood fails to satisfy this condition, Certificate Number 201173713 shall be administratively suspended until such condition is satisfied.
2. Youngblood shall provide written proof to the Board that she has completed a course on cultural sensitivity training, as approved by the Board. Youngblood shall pay any expense incurred. If Youngblood fails to satisfy this condition, Certificate Number 201173713 shall be administratively suspended until such condition is satisfied.
3. Youngblood shall provide written proof to the Board that she has completed a course on classroom management, as approved by the Board. Youngblood shall pay any expense incurred. If Youngblood fails to satisfy this condition, Certificate Number 201173713 shall be administratively suspended until such condition is satisfied.

Further, upon accepting a certified position, Certificate Number 201173713, including any and all endorsements, shall be subject to the following probationary condition for a period of five (5) years:

During the probationary period, Youngblood shall not receive any disciplinary action from any school district she is employed. If Youngblood fails to satisfy this condition, Certificate Number 201173713 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 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.

Youngblood 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*

1910989 Matthew Hubbard

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200151703 shall be retroactively suspended for a period of sixty (60) days, from October 18, 2019 through December 17, 2019.

Hubbard is not currently working in a certified position. Prior to returning to a certified educator position, Hubbard shall provide the following:

1. Hubbard 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 Hubbard. If Hubbard fails to satisfy this condition prior to returning to a certified position, Certificate Number 200151703, shall be administratively suspended until such conditions are satisfied.
2. Hubbard shall submit written proof to the Board that he has successfully 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. Hubbard shall pay any expense incurred. If Hubbard fails to satisfy this condition prior to returning to a certified position, Certificate Number 200151703, shall be administratively suspended until such condition is satisfied.

Additionally, upon accepting a certified position, Hubbard's certificate shall be subject to the following probationary conditions for a period of two (2) years:

1. If the evaluating chemical dependency counselor makes any treatment recommendations, Hubbard shall submit quarterly written progress reports to the Board, beginning three (3) months after his initial assessment that he is compliant with all treatment recommendations, until he is released from treatment. Hubbard shall pay any expense incurred. If Hubbard fails to satisfy this condition, Certificate Number 200151703 shall be administratively suspended until such condition is satisfied.
2. Hubbard shall receive no disciplinary action from any school district in which he is employed during the probationary period. If Hubbard fails to satisfy this condition, Certificate Number 200151703 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.

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

Vote: *Unanimous*

1909913 Tracey Alexander

Accept Agreed Order stating by September 1, 2020 Alexander 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 Alexander. If Alexander fails to satisfy this condition, Certificate Number 201150598 shall be administratively suspended until such condition is fulfilled.

In addition, Certificate Number 201150598 shall be subject to the following probationary conditions for a period of five (5) years:

1. Alexander shall not be allowed to participate in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE. If Alexander fails to satisfy this condition, Certificate Number 201150598 shall be administratively suspended pending Board review and disposition.
2. By September 1st of each year of employment in any Kentucky school, Alexander shall provide written notification to her supervisor that she is unable to participate in state mandated testing and shall file a copy of the written notice with the Board. If Alexander fails to satisfy any part of this condition, Certificate Number 201150598 shall be administratively suspended pending Board review and disposition.
3. By May 31 of each year of her employment in a Kentucky public school, Alexander 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 Alexander fails to satisfy any part of this condition, Certificate Number 201150598 shall be administratively suspended pending Board review and disposition.

Finally, Certificate Number 201150598 shall be subject to the following permanent probationary condition:

1. Alexander 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 Alexander is reported to the Board by KDE for a testing violation during the probationary period, Certificate Number 201150598 shall be administratively suspended for a period of two (2) years.

Alexander 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*

1909855 Allan Paul

Accept Agreed Order stating Paul is not currently working in a certified position. Prior to returning to a certified educator position, Paul shall provide written proof to the Board that he has successfully completed six (6) hours of professional development or training, on the topics of professionalism and educator ethics as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Paul fails to satisfy this condition prior to returning to a certified position, Certificate Number 200193837, shall be administratively suspended until such condition is satisfied.

From the date of acceptance of any teaching and/or administrative position in the Commonwealth of Kentucky, Certificate Number 200193837, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for a period of five (5) years:

Paul shall receive no disciplinary action for neglect of duty from any school district in which he is employed during the probationary period. If Paul fails to satisfy this condition, Certificate Number 200193837 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.

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

Vote: *Unanimous (Mr. Collins recused)*

19013 Lauren Dodge

Accept Agreed Order suspending certificate number 201177007 from October 25, 2018 to August 4, 2019.

Dodge is admonished for exercising poor professional judgment. As an educator in the Commonwealth of Kentucky, Dodge has a duty to take reasonable measures to protect the health, safety and emotional well-being of all students.

By October 1, 2020, Dodge shall provide written proof to the Board that she has completed one professional development training course in the area of Classroom management, as approved by the Board. Dodge shall pay any expense incurred. If Dodge fails to satisfy this condition, Certificate Number 201177007 shall be administratively suspended until such condition is satisfied. Failure to abide by this condition shall result in an administrative suspension until such condition is met.

By October 1, 2020, Dodge shall provide written proof to the Board that she has completed one professional development training course in the area of De-escalation Strategies, as approved by the Board. Dodge shall pay any expense incurred. If Dodge fails to satisfy this condition, Certificate Number 201177007 shall be administratively suspended until such condition is satisfied. Failure to abide by this condition shall result in an administrative suspension until such condition is met.

Dodge shall provide a letter from her current Principal indicating she has had no further issues.

Upon acceptance of this agreement by the Board, Certificate Number 201177007, shall be subject to the following conditions for a period of five (5) years:

1. Dodge shall not receive any disciplinary action involving inappropriate physical force from any school district in which she is employed. If Dodge fails to satisfy this condition, Certificate Number 201177007 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 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.

Dodge 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 (Ms. Chevalier recused)*

1903279 Amy Mattingly

Accept Agreed Order suspending Certificate Number 201192637 for a period of ten (10) days.

Mattingly is admonished for her lack of professional judgment for forging medical excuses and a former employee's signature. Mattingly is reminded that she is required to exemplify behaviors which maintain the dignity and integrity of the profession. The Board will not tolerate further deceptive and unprofessional conduct from Mattingly.

Mattingly must provide written proof to the Board by May 1, 2020, that she has completed Educator Ethics training, as approved by the Board. Any expense required to complete said training shall be paid by Mattingly. If Mattingly fails to complete the above training prior to the deadline, Certificate Number 201192637 shall be administratively suspended until she provides proof to the Board that she has completed the above required training.

Mattingly must provide written proof to the Board that she has completed Fiscal Management training by May 1, 2020. Any expense required to complete said training shall be paid by Mattingly. If Mattingly fails to complete the above training prior to the deadline, Certificate Number 201192637 shall be administratively suspended until she provides proof to the Board that she has completed the above required training.

Additionally, Certificate Number 201192637 shall be on a five (5) year probationary period, with the following conditions:

1. No further disciplinary actions from any school 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 Mattingly fails to satisfy this condition, Certificate Number 201192637 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

Mattingly 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*

1906641 Rebecca Spurlock

Accept Agreed Order admonishing Spurlock, and the Board reminds Spurlock 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.

Spurlock is not currently in a certified position. Prior to accepting a certified position, Spurlock shall submit written proof to the Board that she has completed training on classroom management. Any costs associated with the training shall be paid by Spurlock. Failure to complete this training shall result in an administrative suspension of her certificate until this condition is satisfied.

Certificate Number 201133891 shall be subject to a three (3) year probationary period:

1. Spurlock shall not receive any disciplinary action related to inappropriate physical contact regarding a student from any school district she is employed.

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

If Spurlock fails to satisfy this condition, Certificate Number 201133891 shall be automatically suspended pending review and disposition by the Board.

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

Vote: *Unanimous*

CF 191831 Michael Phillips

Accept Agreed Order admonishing Phillips for failing to disclose his Disorderly Conduct conviction. He is further admonished for driving under the influence of alcohol, which is an especially dangerous activity that demonstrates a strong disregard for the health, welfare and safety of others. Further, the Board reminds Phillips 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, Phillips 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. Phillips shall submit current written proof to the Board that he has complied with a comprehensive alcohol/substance abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Phillips shall pay any expense incurred.

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

1. By July 31, 2020, Phillips shall provide written proof to the Board that he has completed educator ethics training, as approved by the Board. Phillips shall pay any expense incurred. If Phillips 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.
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2. Phillips 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 Phillips is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Phillips's certificate being automatically suspended pending Board review and disposition.
3. Phillips shall have no disciplinary action involving use of alcohol or any illegal substance by any school district in which he is employed. If Phillips fails to satisfy this condition, any and all certificates issued to him shall be suspended pending Board review and disposition.

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

Phillips 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). Phillips shall pay any expense incurred. If Phillips 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*

1307563 Jonathan Haynes

Accept Agreed Order stating Haynes shall not apply for nor be issued any emergency teaching certificate, including emergency substitute certification until and only after completing a traditional educator preparation program or meeting the requirements for issuance of an alternative certificate under KRS 161.048. In addition, if those requirements are satisfied and at the time for certification,

Respondent shall provide proof that he has completed a course on appropriate student-teacher boundaries and educator ethics. Failure to comply with this order shall result in a denial of any application submitted by Haynes or on Haynes' behalf.

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

Vote: *Unanimous*

1910985 Vera Gothard

Accept Agreed Order suspending certificate Number 28937 for forty-five (45) days from June 10, 2020 to July 25, 2020.

After the 2019-2020 school year, Gothard intends to retire, prior to re-entering the classroom in a certified position any time thereafter:

Gothard shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor as approved by the Board and shall present written evidence to the Board that she has complied with the assessment process and has successfully completed any and all treatment recommendations. If Gothard requires continued treatment as recommended by the counselor, she shall submit written progress reports from her chemical dependency counselor on January 1, April 1, July 1, and October 1 of each year until such time as the counselor releases her from her treatments. Any expense shall be paid for by Gothard. Failure to comply with this requirement shall result in an administrative suspension until Gothard gains compliance.

Additionally, upon re-entering the classroom in a certified position, Certificate Number 28937, including any and all endorsements, is hereby subject to the following probationary condition for a period of two (2) years:

1. In accordance with KRS 161.175, Gothard shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Gothard. Failure to abide by
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this condition shall result in an administrative suspension pending Board review and disposition.

2. During the probationary period, Gothard shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

Failure to uphold this condition will result in Certificate 28937 being administratively suspended pending further Board review and disposition.

Gothard 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*

19101015 Karla Noel

Accept Agreed Order suspending Certificate Number 201166888 for sixty (60) days beginning June 1, 2020 and ending July 30, 2020.

Noel must provide written proof to the Board by September 1, 2020, that she has completed Educator Ethics training, as approved by the Board. Any expense required to complete said training shall be paid by Noel. If Noel fails to complete the above training prior to the deadline, Certificate Number 201166888 shall be administratively suspended until she provides proof to the Board that she has completed the above required training.

Certificate Number 201166888, including any and all endorsements, is hereby subject to the following probationary condition for a period of four (4) years:

1. On September 1, of each year of her four-year probation, Noel must provide written proof to the Board that she has completed a one (1) hour training on the duty to report suspected abuse of a child, as approved by the Board. Any expense required to complete said training shall be paid by Noel. If Noel fails to submit proof of completion
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of the above training prior to the deadline, Certificate Number 201166888 shall be administratively suspended until she provides proof to the Board that she has completed the above required training.

2. During the probationary period, Noel shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

Failure to uphold this condition will result in Certificate 201166888 being administratively suspended pending further Board review and disposition.

Noel 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*

1804629 Jonathan Jones

Accept Agreed Order stating certificate Number 201172098 is expired. Jones shall neither apply for nor be issued any teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Jones, or on his behalf, shall be denied.

Vote: *Unanimous*

1909831 Jacob Akin

Accept Agreed Order retroactively suspending Certificate Number 201185892 from July 1, 2019 through July 5, 2019

Akin is admonished for violating the Administration Code for Kentucky’s Educational Assessment Program. The integrity of Kentucky’s testing process can only be maintained if teachers are actively monitoring their students during testing administration. The Board will not tolerate any future testing violations by Akin.

Prior to accepting a certified position in the state of Kentucky, Akin shall first provide written proof to the Board that he has completed the following conditions:

1. Administration Code Training; and
2. Educator Ethics Training.

Akin shall pay any expense incurred. If Akin fails to satisfy these conditions prior to accepting a certified position, Certificate Number 201185892 shall be administratively suspended until such conditions are satisfied.

Upon acceptance of a certified position in Kentucky, Certificate Number 201185892 shall be subject to the following condition for a period of three (3) years:

1. Akin shall not be reported to the Board for a finding that he violated the Administration Code for Kentucky's Educational Assessment Program. If Akin is reported to the Board for a testing violation during the probationary period, Certificate Number 201185892 shall be administratively suspended pending Board review and disposition.

Akin 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*

19019 L'Tanya White

Accept Agreed Order stating upon acceptance of this agreement by the Board, White is reminded of her professional obligation to immediately report allegations of abuse, neglect or dependency to Child Protective Services. As a certified educator in the Commonwealth of Kentucky, White is also reminded of her ethical responsibilities to take reasonable measures to protect the health, safety and emotional well-being of students and to exemplify behaviors which maintain the dignity and integrity of the profession.

1. White has provided written proof to the Board that she has completed training on the duty to report allegations of child abuse, neglect and dependency.
 2. White has provided written proof to the Board that she has completed 65.25 hours of training on the
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topics of leadership, culture/climate, and learners with special needs.

White 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. Chevalier recused)*

1909877 Jeffery Hill

Accept Agreed Order stating Hill is currently retired with no immediate plans to return to the education profession. However, prior to returning to a certified position, Hill shall first submit written proof to the Board that he has completed three hours of training from a KDE approved trainer on the topic of "School-Based Decision Making Law in Kentucky." If Hill fails to satisfy this condition prior to returning to a certified position, Certificate Number 199802206 shall be administratively suspended until such condition is satisfied. Hill 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*

1909875 Cynthia Santiago

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

On or before March 1, 2021, Santiago shall submit written proof to the Board that she has completed a course of training/professional development on the topic of Appropriate Student Teacher Boundaries. Any costs associated shall be paid for by Santiago. Failure to provide said proof prior to March 21, 2021 will result in Certificate Number 200153766 being administratively suspended until such time as Santiago provides the proof.

Beginning from the date that the Board approves this Order, Certificate Number 200153766 shall be under a two year probationary period and subject to the following conditions:

Santiago shall not receive any disciplinary action related to inappropriate use of social media from any school district in

which she is employed. If Santiago fails to satisfy this condition, Certificate Number 200153766 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.

Santiago 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. Chevalier recused)*

1909899 Jared Duncan

Accept Agreed Order stating on or before February 1, 2021, Duncan shall submit written proof to the Board that he has taken a course of professional development/training on the subject of proper use of social media. Any cost for the training shall be paid for by Duncan. Failure to provide this proof prior to February 1, 2021 will result in Certificate Number 201151520 being administratively suspended until such time as Duncan provides said proof.

Duncan is no longer teaching in the Kentucky public school system. If Duncan should accept a new position requiring Kentucky certification, Certificate Number 201151520 will be under a two year probation and subject to the following condition:

Duncan shall not receive any disciplinary action regarding inappropriate use of technology from any school district in which he is employed. If Duncan fails to satisfy this condition, Certificate Number 201151520 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.

Vote: *Unanimous (Ms. Hedgepath recused)*

1905545 Dana Gahafer

Accept Agreed Order stating on or before February 1, 2021, Gahafer shall submit written proof to the Board that she has taken a course of training/professional development on the subject of classroom management. Any cost for such training shall be paid for by Gahafer. Failure to provide the written proof on or before February 1, 2021 shall result in Certificate Number 201113091 being administratively suspended until such time as Gahafer provides said written proof.

Gahafer 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. Chevalier recused)*

1909895 Michelle Brown

Accept Agreed Order suspending certificate 200004796 from June 1, 2020, to July 15, 2020, a period of 45 days. Brown shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

At the end of the 45 day suspension period, Certificate 200004796 shall be under a two (2) year probationary period and subject to the following conditions:

During the first year of the probationary period, Brown shall be subject to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Brown shall pay any expense incurred.

For the two (2) year probationary period, Brown shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Brown is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled

substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days.

Failure to comply with any the above probationary conditions will result in Certificate 200004796 being automatically suspended pending Board review and disposition.

On or before February 1, 2021, Brown shall provide written proof that she has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Brown 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 Brown. Failure to provide said proof prior to February 1, 2021 will result in Certificate 200004796 being administratively suspended until such time as Brown provides the proof.

On or before February 1, 2021, Brown shall provide written proof to the Board 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 Brown. If Brown fails to provide this written proof by February 1, 2021, Certificate 200004796 shall be administratively suspended pending Board review and disposition.

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

Vote: *Unanimous*

18101287 Carole Brooks

Accept Agreed Order admonishing Brooks for her failure to manage student behavior as previously directed by her administration. As a teacher, it is Brooks' responsibility to maintain a safe and positive learning environment at all times. She must make every effort to protect the health, welfare and safety of those in her care.

Brooks is not currently employed in a position requiring Kentucky teacher certification. Prior to accepting a position

that does require certification, Brooks shall submit written proof to the Board that she has taken a course of professional development/training on the subject of classroom management as approved by the Board. Any cost for said training shall be paid for by Brooks. Failure to provide such proof prior to accepting a position shall result in Certificate Number 200102785 being administratively suspended until the proof is provided.

Prior to accepting a position that requires certification, Brooks shall submit written proof to the Board that she has taken a course of professional development/training on the subject of the Professional Code of Ethics for Kentucky School Certified Personnel. Any cost for said training shall be paid for by Brooks. Failure to provide such proof prior to accepting a position shall result in Certificate Number 200102785 being administratively suspended until the proof is provided.

Beginning on the date that Brooks accepts a position that requires certification, Certificate Number 200102785 shall be under a three (3) year probationary period, and subject to the following condition:

Brooks shall receive no disciplinary action related to classroom management during the probationary period. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Brooks receives disciplinary action related to classroom management during the probation period, Certificate Number 200102785 will be automatically suspended pending Board review and disposition.

Brooks 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. Chevalier recused)*

18111349 Nathan Rutledge

Accept Agreed Order stating Rutledge is not currently employed as an educator in Kentucky and his certificate is expired. Prior to renewing his certificate and/or applying for a new certificate in Kentucky, Rutledge shall first provide written proof to the Board that he has completed forty (40)

hours of community service, as outlined in the September 2018 Ohio Department of Education Consent Agreement. If Rutledge fails to satisfy this condition, any application submitted by him or on his behalf shall not be processed until such condition is satisfied.

The Ohio Department of Education informed the Board that Rutledge provided written proof of the District Improvement Plan, four (4) clock hours of training on time management, and administrative reports up to September 1, 2019.

Rutledge 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*

1902195 Kristi Young

Accept Agreed Order stating Young is not currently employed in the education field and has no immediate plans to return to the education profession. However, prior to accepting a certified position in Kentucky, Young shall first provide written proof to the Board that she has completed Special Education Law Training. Young shall pay any expense incurred. If Young fails to satisfy this condition prior to accepting certified employment, Certificate Number 199800187 shall be administratively suspended until such condition is satisfied. Young 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*

1906603 Paul Hale

Accept Agreed Order retroactively suspending Certificate Number 000012285 for a period of five (5) days, from September 4, 2019 through September 10, 2019.

Hale shall provide written proof to the Board that he has completed a professional development course or training in the area of educator ethics, as approved by the Board, by September 1, 2020. Hale shall pay any expense incurred. If Hale fails to satisfy this condition, Certificate Number 000012285 shall be administratively suspended until such condition is fulfilled.

Hale shall provide written proof to the Board that he has completed a professional development course or training in

the area of professionalism, as approved by the Board, by September 1, 2020. Hale shall pay any expense incurred. If Hale fails to satisfy this condition, Certificate Number 000012285 shall be administratively suspended until such condition is fulfilled.

Hale shall provide written proof to the Board that he has completed a professional development course or training in the area of student supervision, as approved by the Board, by September 1, 2020. Hale shall pay any expense incurred. If Hale fails to satisfy this condition, Certificate Number 000012285 shall be administratively suspended until such condition is fulfilled.

Hale shall provide written proof to the Board that he has completed a professional development course or training in the area of student/teacher boundaries, as approved by the Board, by September 1, 2020. Hale shall pay any expense incurred. If Hale fails to satisfy this condition, Certificate Number 000012285 shall be administratively suspended until such condition is fulfilled.

From the date of this order, Certificate Number 000012285 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of five (5) years:

Hale shall not receive any disciplinary action from any school district he is employed. If Hale fails to satisfy this condition, Certificate Number 000012285 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 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.

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

Vote: *Unanimous*

1908751 Yvonne Petty

Accept Agreed Order stating by January 1, 2021 Petty shall provide written proof to the Board that she has completed nine (9) hours of professional development training in the area of educator ethics, as approved by the Board. Petty shall pay any expense incurred. If Petty fails to satisfy this condition, Certificate Number 000061433 shall be automatically suspended until such condition is fulfilled.

Certificate Number 000061433 shall be subject to the following probationary conditions for a period of two (2) years from the date of this Order:

1. Petty shall ensure that she accurately completes all applications for certification to the EPSB. Petty must disclose all background information including pending disciplinary actions, charges, and all felony or misdemeanor convictions she may have at the time. If Petty fails to fully disclose all relevant information on any application for certification, Certificate Number 000061433 shall be administratively suspended pending Board review and disposition.
2. Petty shall not receive any disciplinary action for falsification of records from any school district in which she is employed. If Petty 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.

Petty 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*

1905511 John Kidd

Accept Agreed Order suspending Certificate Number 199801049's Professional Certificate for Instructional Leadership – Principal, All Grades, Level 2 and Professional Certificate For Instructional Leadership—Supervisor of Instruction, Level 2 for a period of eighteen (18) months from August 10, 2019 to February 9, 2021.

Upon completion of the suspension period, but prior to Kidd accepting a certified administrator position, in addition to any educational requirements required at that time, reinstatement is expressly conditioned upon the following:

1. Kidd shall provide written proof to the Board that he has completed three (3) hours of training on the topic of the Administrative Code for Educational Assessment and nine (9) hours of educator ethics. Any expense incurred for said training shall be paid for by Kidd. If Kidd fails to satisfy this condition, Certificate Number 199801049 shall not be fully reinstated until such condition is fulfilled.

Kidd has 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. In addition, Certificate Number 199801049 shall be subject to the following probationary conditions until July 1, 2022:

1. Kidd shall not participate in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE, during the probationary period. If Kidd fails to satisfy this condition, Certificate Number 199801049 shall be administratively suspended pending Board review and disposition.
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2. By June 15th of each year of the probationary period, Kidd 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 Kidd fails to satisfy any part of this condition, Certificate Number 199801049 shall be administratively suspended until such condition is satisfied.
3. By September 1st of each year of the probationary period, Kidd shall provide written notification to his supervisor that he is unable to participate in state mandated testing for the school year and shall file a copy of the written notice with the Board. If Kidd fails to satisfy any part of this condition, Certificate Number 199801049 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 199801049 shall be subject to the following probationary condition until August 9, 2026:

1. During the probationary period, if KDE recommends that Kidd be reported to the Board for violation of the Administration Code for Kentucky's Educational Assessment Program, then Certificate Number 19980149 shall be administratively suspended for a period of one (1) year. This condition will not be triggered if KDE finds that Kidd violated the Administration Code for Kentucky's Educational Assessment Program and only recommends that he receive Administration Code training.

Kidd 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*

1908809 Dona Thomas

Accept Agreed Order admonishing Thomas for using inappropriate force and inappropriate language when dealing with a misbehaving student. The Board understands that discipline issues in the classroom can become heated, but it also must ensure educators remain level-headed and keep students' well-being in mind. The Board urges Thomas to exercise better judgment in the future.

On or before February 1, 2021, Thomas shall present written

proof to the Board that she has taken a course of training/professional development on the subject of classroom management. Any cost for said training shall be paid for by Thomas. If Thomas does not present the written proof prior to February 1, 2021, Certificate Number 200212083 shall be administratively suspended until such time as Thomas provides said proof.

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 (Ms. Chevalier recused)*

1903289 Trina Abrams

Accept Agreed Order stating Abrams is retired and has no plans to return to the classroom at this time. Through her legal counsel, she has surrendered her certificate by submitting the original and all copies to the Board. Upon acceptance of this agreement by the Board, Abrams shall neither apply for nor be issued, a teaching, administrative, or emergency certificate for a period of five years.

After the five year period has ended, and prior to reissuance of Certificate Number 200003391, Abrams shall provide written proof to the Board that she has taken three hours of training/professional development on the subject of classroom management. Any expense for said training shall be paid for by Abrams. Certificate Number 200003391 shall not be reissued until such condition is satisfied.

After the five year period has ended, and prior to reissuance of Certificate Number 200003391, Abrams shall provide written proof to the Board that she has taken three hours of training/professional development on the subject of special populations in the classroom. Any expense for said training shall be paid for by Abrams. Certificate Number 200003391 shall not be reissued until such condition is satisfied.

After the five year period has ended, and prior to reissuance of Certificate Number 200003391, Abrams shall provide written proof to the Board that she has taken three hours of training/professional development on the subject of educator ethics. Any expense for said training shall be paid for by Abrams. Certificate Number 200003391 shall not be reissued until such condition is satisfied.

After the five year period has ended, upon reissuance, Certificate Number 200003391 shall be subject to the following permanent probationary condition:

Abrams shall not receive any disciplinary action from any school district in which she is employed. If Abrams fails to satisfy this condition, Certificate Number 200003391 shall be administratively suspended pending further 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.

Abrams 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*

1910997 Mark Boggess

Accept Agreed Order permanently revoking certificate number 200112917. Boggess shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Boggess 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, KY 40601.

Vote: *Unanimous*

1908817 Taylor Howell

Accept Agreed Order suspending certificate number 201122378 for ninety (90) days. Howell shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky during the suspension period.

Howell has provided written proof to the Board that she has completed intensive outpatient treatment.

Upon reinstatement, Certificate number 201122378 will be on probation for a period of five (5) years with the following conditions:

1. Howell shall submit written progress reports from a
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licensed counselor on January 1st and July 1st, beginning July 1, 2020, each year of her probation, indicating she is continuing in her sobriety, until such time as the counselor releases her from treatment. Each progress report shall certify that Howell is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Failure to abide by this condition shall result in an administrative suspension until such condition is satisfied.

2. Howell shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

Failure to abide by the probationary condition will result in an automatic suspension pending Board review and disposition.

Howell 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. Chevalier recused)*

Recommended Order

Case Name

1508589 Sarah Parrott

Decision

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that the Respondent Sarah Parrott's teaching Certificate Number 200102066 is revoked and shall not be renewed or reissued during Respondent's lifetime.

Vote: *Unanimous (Ms. Chevalier recused)*

1111862 Bryan Mays

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that certificate number 200186896 issued by the Board to Bryan Chauncey Mays is suspended for sixty (60) days from the date the final order is issued.

Vote: *Unanimous (Mr. Stickler recused)*

170281 Melissa Click

Accept the hearing officer's Findings of Fact and Conclusions of Law. Modify the Recommended Order to strike in its entirety paragraph 2a.

Vote: *Unanimous*

1406354 Tessa Miracle

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that:

1. The Respondent's Certificate Number 200206417 is revoked for a period of three years. During the period of revocation, the Respondent shall neither apply nor be issued an emergency or substitute teaching or administrative certificate.
 2. Prior to re issuance of Certificate Number 200206417:
 - a. Respondent shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Respondent shall also submit written proof to the Board that she has complied with the assessment process.
 - b. Respondent shall undergo a fit-for-duty assessment by a Kentucky licensed physician, as approved by the Board. Respondent shall also submit written proof to the Board that she has complied with the assessment process.
 - c. Additionally, Certificate Number 200206417 and any future endorsements or new areas of certification, shall be on probation for a period of five (5) years and subject to the following probationary conditions:
 - d. Respondent shall submit written progress reports from her chemical dependency counselor every thirty (30) days or until such time as the counselor releases her from treatment. Each progress report shall certify that Respondent is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties
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as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 200206417 shall be administratively suspended until such condition is satisfied and she provides the appropriate written proof to the Board.

- e. In accordance with KRS 161.17 5, Respondent shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Respondent. If Respondent tests positive for a prohibitive substance, Certificate Number 200206417 shall be administratively suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.
 - f. During the probationary period, Respondent shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky for neglect of duty.
 - g. "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."
3. If Respondent fails to satisfy any of the terms and conditions of this order, Certificate Number 200206417 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

1506305 Erica Hector

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Ms. Hector shall neither apply nor be issued an emergency substitute, teaching, or administrative certificate in her lifetime.

Vote: *Unanimous (Ms. Chevalier recused)*

17081315 Andrew Campbell

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order:

1. That Certificate Number 201161397 be PERMANENTLY REVOKED
2. In the event Andrew Thomas Campbell should apply for any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky, such application submitted by him or on his behalf, shall be DENIED.

Vote: *Unanimous (Mr. Morgan recused)*

1604259 Jennifer Kemp

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that:

1. Ms. Kemp is admonished for exercising poor professional judgment and for neglect of duty by failing to properly supervise her students. The Board reminds Ms. Kemp 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 Ms. Kemp.
 2. Because Certificate Number 199602757 has expired and Ms. Kemp is not currently teaching, Ms. Kemp, prior to renewing any certification, in addition to any educational and other assessment requirements, shall comply with the following conditions:
 - a. Ms. Kemp 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. Kemp 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. Ms. Kemp shall pay any expense incurred. Any applications for certification or renewal submitted by Ms. Kemp shall not be processed until such condition is satisfied.
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- b. Ms. Kemp shall submit written proof to the Board that she has completed a course in the area of educator ethics, as approved by the Board. Ms. Kemp shall pay any expense incurred. Any applications for certification or renewal submitted by Ms. Kemp shall not be processed until such condition is satisfied.
 - c. Ms. Kemp shall provide written proof to the Board that she has completed a course on classroom management/de-escalation techniques, as approved by the Board. Ms. Kemp shall pay any expense incurred. Any applications for certification or renewal submitted by Ms. Kemp shall not be processed until such condition is satisfied.
3. Upon renewal, Certificate Number 199602757 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of five (5) years Ms. Kemp shall not receive any disciplinary action from any school district she is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Ms. Kemp fails to satisfy this condition, Certificate Number 199602757 shall be automatically suspended pending Board review and disposition.

Vote: *Unanimous (Ms. Chevalier recused)*

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

Vote: *Unanimous*

Meeting adjourned at 1:56 p.m.
