

The actions delineated below were taken in open session of the EPSB at the June 15, 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 9:05 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 June 15, 2020, EPSB meeting:

Melanie Callahan, Kim Chevalier, Aaron Collins, Donna Hedgepath, Justin Mitchell, Daniel Morgan, Ellen Murphy, Sherry Powers, John Robinson, Elizabeth Smith, Jamie Stickler, and Rachel Watson.

CPE: Melissa Bell

Cabinet: Mary Pat Regan

Approval of Consent Items

Approval of April 13, 2020, EPSB Meeting Minutes

Bellarmino University: Approval of Proficiency Plan

2020-24

Motion made by Mr. Daniel Morgan, seconded by Mr. John Robinson, to approve the consent agenda items.

Vote: *Unanimous*

Report of the Executive Secretary

Dr. Amanda Ellis shared updates from the Kentucky Department of Education including the recognition of graduating seniors for this past school year and a video that was made in honor of the students. Dr. Ellis provided an update on the commissioner search and expressed gratitude for Kevin Brown's continued leadership. She also discussed the work around online professional learning that will be available to teachers this summer.

Report from the Council on Postsecondary Education

Dr. Melissa Bell discussed the process of bringing students back into the dorms and developing plans for instruction with COVID-19 still an issue. Dr. Bell introduced Amanda Ellis as CPE's new Associate Vice President for P-20 Policy and Programs and expressed excitement to welcome her to that role.

Report from the Cabinet

Deputy Secretary Mary Pat Regan shared that the Education and Workforce Development Cabinet is continuing to work with the Taskforce in regard to COVID-19 to review guidelines to reopen schools. She noted the receipt of funds from the Governor's Emergency Education Relief to assist with technology and feeding programs.

Report of the Associate Commissioner

Mr. Rob Akers thanked Leslie Cheatham for her work with the EPSB and congratulated her on her new role with the Office of Educator Licensure and Effectiveness (OELE). He welcomed Sharon Chesser to her new role with OELE and EPSB. Mr. Akers congratulated Amanda Ellis on her new position and expressed that she will be greatly missed. He noted Chelsea Young and her staff have been working hard with the legal cases and all staff in OELE have been working from home with continued high productivity. He gave a legislative update and update on the work of OELE, including collaboration across the agency to assist schools with reopening in a healthy manner.

Report of the Chair

Chair Hedgepath recognized former EPSB members David Dalton, Johnathan Gay, Melinda Goble, Jeff Jennings and Michelle Lacefield and thanked them for their service.

Action Items

16 KAR 3:090. Certifications for Advanced Educational Leadership, Amendment

2020-25

Motion made by Mr. Daniel Morgan, seconded by Mr. John Robinson, to waive the second reading, approve the amendment and allow certification to process applications for principal certification that have a passing SLLA score as the only assessment beginning July 15, 2020.

Vote: *Unanimous*

School Leaders Licensure Assessment Cut Score

2020-26

Motion made by Mr. Daniel Morgan, seconded by Mr. Justin Mitchell, to approve the cut score.

Vote: *Unanimous*

Extension of Temporary Authorization for Boyce College

2020-27

Motion made by Dr. Sherry Powers, seconded by Mr. Daniel Morgan, to approve the extension of the temporary authorization.

Vote: *Unanimous*

16 KAR 9:010, Exceptional Work Experience, Amendment

2020-28

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

Vote: *Unanimous*

Request to Approve Two and a Half Years of Qualified Teaching Experience to Meet the Requirements for Certification Renewal

2020-29

Motion made by Mr. Aaron Collins, seconded by Mr. John Robinson, to approve.

Vote: *Unanimous*

Waivers

16 KAR 5:040. Request to Waive Field Experience Hours Due to District Closures

2020-30

Motion made by Ms. Kim Chevalier, seconded by Ms. Melanie Callahan, to approve the waiver.

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

16 KAR 5:040. Request to Waive Student Teaching Days for Joy Johnson

2020-31

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

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teaching Days for Jacob Brockman

2020-32

Motion made by Mr. Aaron Collins, seconded by Mr. Daniel Morgan, to approve.

Vote: *Unanimous*

16 KAR 5:040. Alternative Student Teaching Placement Request for Katherine Walton

2020-33

Motion made by Ms. Melanie Callahan, seconded by Mr. Jamie Stickler, to approve.

Vote: *Unanimous*

16 KAR 5:040. Alternative Student Teaching Placement Request for Natalie Beaulieu

2020-34

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

Vote: *Unanimous*

16 KAR 3:090. Request to Waive Admission and Certification Requirements for Superintendent Preparation Program and Certification for Will Kayatin

2020-35

Motion made by Ms. Ellen Murphy, seconded by Ms. Kim Chevalier, to deny.

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

16 KAR 2:020. Request to Waive OCTE Renewal Requirements for Jason Disney

2020-36

Motion made by Mr. John Robinson, seconded by Mr. Daniel Morgan, to approve.

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

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

2020-37

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

Vote: *Unanimous*

16 KAR 8:020. Request to Allow Masters of Arts in Ethical Leadership to Qualify for Rank II for Sean Lawrence

2020-38

Motion made by Mr. Daniel Morgan, seconded by Kim Chevalier, to deny.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Cameron Cook

2020-39

Motion made by Mr. Jamie Stickler, seconded by Kim Chevalier, to approve.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Amanda Ashton

2020-40

Motion made by Mr. Daniel Morgan, seconded by Mr. John Robinson, to approve.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Thomas Wise

2020-41

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

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Leanne Kirkpatrick

2020-42

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

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Katherine Moore

2020-43

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

Vote: *Unanimous*

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

2020-44

Motion made by Mr. Daniel Morgan, seconded by Ms. Melanie Callahan, to approve.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Todd County Schools

2020-45

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

Vote: *Unanimous*

Alternative Route to Certification Applications

Andrew Casey, Theater, All Grades

2020-46

Motion made by Ms. Melanie Callahan, seconded by Mr. Daniel Morgan, to approve.

Vote: *Unanimous*

LeeAnn O'Brien, American Sign Language, All Grades

2020-47

Motion made by Mr. John Robinson, seconded by Mr. Jamie Stickler, to approve.

Vote: *Unanimous*

Ann Gaines, Biology, Grades 8-12

2020-48

Motion made by Ms. Kim Chevalier, seconded by Daniel Morgan, to approve.

Vote: *Unanimous*

Board Comments

There were no board comments.

Motion made by Dr. Sherry Powers and seconded by Mr. John Robinson, 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. Aaron Collins seconded by Mr. Justin 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, Donna Hedgepath, Justin Mitchell, Daniel Morgan, Ellen Murphy, Sherry Powers, John Robinson, Elizabeth Smith, Jamie Stickler, 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>
2002391	Admonish
2003681	Admonish
200195	Admonish & Training
2002423	Attorney Review
2003727	Attorney Review
2002359	Attorney Review
2002407	Admonish
2002409	Admonish
2002411	Attorney Review
2002415	Attorney Review
2003679	Defer for Training
2003711	Defer for Training
2002375	Attorney Review

2002331	Admonish & Training
2002385	Attorney Review
2003731	Admonish & Training
2003713	Admonish
2002419	Defer for Training
2002367	Attorney Review
2004931	Defer
2003677	Attorney Review
19101055	Defer
2002373	Attorney Review
2002377	Attorney Review
2003661	Attorney Review
2003659	Attorney Review
2003653	Attorney Review
2001139	Attorney Review
2002361	Dismissed
2002351	Attorney Review
2001137	Attorney Review
2002353	Attorney Review
2002355	Defer for Training
2004909	Admonish & Training
1910971	Dismissed
2003669	Attorney Review
2003655	Attorney Review
2001271	Defer for Training
2003673	Defer for Training
2003725	Attorney Review
2002387	Dismissed
2002389	Dismissed
2003721	Defer for Training
2002381	Defer for Training
2002383	Defer for Training
2001279	Defer for Training
2001259	Defer for Training
2003719	Admonish & Training
2001269	Defer for Training
2004915	Admonish & Training
2003715	Admonish & Training
2002335	Admonish & Training
2003709	Dismissed
2003703	Defer for Training
2002339	Admonish & Training
2002347	Dismissed
2002349	Dismissed
2002365	Admonish & Training
19101061	Admonish & Training

(Mr. Mitchell recused)

19101001	Admonish & Training	
2001285	Dismissed	
2002421	Admonish	
2002345	Attorney Review	
2001293	Attorney Review	
2003657	Attorney Review	(Mr. Mitchell recused)
2002337	Admonish & Training	
2001299	Defer for Training	
2002487	Attorney Review	
2002491	Attorney Review	
2002477	Attorney Review	
2002485	Admonish	
2002481	Admonish & Training	
2002529	Admonish	
200117	Attorney Review	
2002539	Admonish	
2002479	Admonish & Training	
2002533	Admonish	
2003781	Admonish	
2003755	Dismissed	
2002451	Dismissed	
2002453	Dismissed	
2004873	Defer for Training	
2003737	Dismissed	
2003739	Dismissed	
200179	Dismissed	
2003791	Dismissed	
200155	Defer for Training	
200165	Dismissed	
200185	Dismissed	
2003787	Defer for Training	
200147	Defer for Training	
2002431	Defer for Training	
2002429	Defer for Training	
2002515	Dismissed	
2003747	Dismissed	
2002507	Dismissed	
2002497	Dismissed	
2004949	Dismissed	
2002465	Dismissed	
2004957	Dismissed	
2002511	Dismissed	
2002475	Dismissed	
2002435	Dismissed	
2003767	Dismissed	
2002467	Defer for Training	

2003779	Defer for Training
2002437	Dismissed
2004937	Dismissed
2004991	Dismissed
19121331	Dismissed
2003735	Dismissed
2002433	Defer for Training
2002517	Dismissed
2002501	Dismissed
2002459	Dismissed
200135	Defer for Training
2002489	Dismissed
2002445	Dismissed
19111113	Defer for Training
2002503	Dismissed
200187	Dismissed
2002499	Dismissed
2002461	Dismissed
2002457	Dismissed
2002493	Dismissed
2002505	Dismissed
2002439	Dismissed
2003753	Dismissed
2004965	Dismissed
2003751	Defer for Training
2003761	Dismissed
2003783	Dismissed
2002541	Dismissed
2002543	Dismissed
2002527	Dismissed
2002519	Dismissed
2002473	Defer for Training
2002537	Dismissed
2002535	Dismissed
19121307	Defer for Training
200153	Defer for Training
2002469	Defer for Training
2002483	Defer for Training
2002495	Dismissed
2002427	Dismissed
2002425	Dismissed
2002509	Dismissed
2002441	Dismissed
2002525	Dismissed
2002523	Dismissed
2003793	Dismissed

2002471	Defer for Training
2003773	Defer for Training
2003769	Dismissed
2003765	Defer for Training
2002455	Dismissed
2003771	Defer for Training
2002463	Defer for Training
2003775	Dismissed
2002521	Dismissed
2003741	Dismissed
2003743	Dismissed
2003749	Defer for Training
2004875	Dismissed
2004939	Dismissed
2001121	Defer for Training
2002403	Admonish & Training
2002397	Defer for Training
2002401	Admonish & Training
2002399	Admonish & Training
2001283	Dismissed
2002333	Dismissed
2001273	Defer for Training
2002341	Attorney Review
2001301	Attorney Review
2001303	Admonish
2003723	Dismissed
2002343	Admonish & Training
2002395	Admonish
2002329	Attorney Review
2001119	Attorney Review
2001109	Dismissed
2003685	Admonish
2003683	Defer for Training
2003697	Defer for Training
2003701	Attorney Review
2003691	Defer for Training
2003689	Dismissed
2003699	Admonish
2003687	Dismissed
17071271	Refer to Hearing
1905509	Refer to Hearing
1804673	Refer to Hearing
1902223	Refer to Hearing
180183	Refer to Hearing
1906591	Refer to Hearing
1908773	Refer to Hearing

1909891	Refer to Hearing
1906619	Admonish
1902225	Admonish & Training
1906675	Defer
1908807	Defer
1909883	Defer
1904385	No Further Action
1905529	No Further Action
1906611	No Further Action
1902193	Defer
1903277	Dismissed
18081159	No Further Action
1904361	Dismissed
1908793	Dismissed
1906615	Dismissed
19101059	Dismissed
2001265	Dismissed
2002369	Dismissed
1904411	Dismissed
1908761	Dismissed
2001107	Dismissed
2001105	Dismissed
2001117	Dismissed
1610803	Dismissed
1610805	Dismissed
19111185	Dismissed
19111117	Dismissed
19111169	Dismissed
19111167	Dismissed
19111227	Dismissed
19111183	Dismissed
1909839	Dismissed
19121311	Dismissed
19121341	Dismissed
19121313	Dismissed
19121319	Dismissed
19121343	Dismissed
19121347	Dismissed
200139	Dismissed
200115	Dismissed
20019	Dismissed
200149	Dismissed
200151	Dismissed
200123	Dismissed
200125	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
20476	Approve
20564	Approve
20641	Approve
20795	Approve
20815	Approve
20819	Approve
20399	Deny
20365	Approve
20832	Approve
20834	Approve
20837	Approve
20855	Approve
20861	Approve

Agreed Orders

<u>Case Number</u>	<u>Decision</u>
2001113 Tammy Newcome	Accept Agreed Order stating Newcome is retired with no immediate plans to return to the education profession. However, prior to returning to a certified position, Newcome shall first submit written proof to the Board that she has completed three hours of training from a KDE approved trainer on the topic of “Financial Conflicts of Interest.” If Newcome fails to satisfy this condition prior to returning to certified employment, Certificate Number 000020843 shall be administratively suspended until such condition is satisfied. Newcome 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*

1405297 Kelly Holshouser	Accept Agreed Order stating: <ol style="list-style-type: none">1. By August 1, 2021, Holshouser shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Holshouser shall pay any expense incurred. If Holshouser fails to satisfy this condition by August 1, 2021, Certificate Number 200120956 shall be administratively suspended until such condition is satisfied.2. Holshouser has provided written proof to the Board that she has complied with a comprehensive
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alcohol/substance abuse assessment.

3. Holshouser has provided to the Board a letter of recommendation from her principal outlining Holshouser's value to the district during the 2019-2020 school year.

Certificate Number 200120956 shall be subject to the following probationary conditions for a period of three (3) years:

1. Holshouser shall have no criminal convictions involving the use and/or possession of alcohol/controlled substance. If Holshouser is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol/controlled substance, she shall provide such documentation to the Board within thirty (30) days. If Holshouser fails to satisfy any portion of this condition, Certificate Number 200120956 shall be administratively suspended pending Board review and disposition.
2. Holshouser shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which she is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If Holshouser fails to satisfy any portion of this condition, Certificate Number 200120956 shall be administratively suspended pending Board review and disposition.

Holshouser 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*

1905541 Jerry Smith

Accept Agreed Order stating Smith is not currently employed as an educator in Kentucky. However, prior to accepting a certified position, Smith shall first provide written proof to the Board that he has completed

Restraint/De-escalation training, as approved by the Board. Smith shall pay any expense incurred. If Smith fails to satisfy this condition, Certificate Number 000062355 shall be administratively suspended until such condition is satisfied. Smith is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Chevalier recused)*

1908785 Dillon Craig

Accept Agreed Order admonishing Craig for using inappropriate force to restrain a student in violation of an agreement he signed with his school district. As a professional educator, Craig must treat each and every student with dignity and respect no matter the circumstance. While the Board understands the difficulty inherent in managing difficult behaviors in the classroom, it is never an excuse for misconduct. The Board will tolerate no further misconduct from Craig.

Craig has provided proof that he has taken extensive training on the subjects of Safe Crisis Management and classroom management.

From the date the Board approves this Order, Certificate 201189513 shall be under a two-year probation and subject to the following condition:

Craig shall not receive any disciplinary action related to classroom management from any school district in which he is employed. If Craig fails to satisfy this condition, Certificate Number 201189513 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.

Craig 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 (Ms. Chevalier recused)*

2001277 Alexander Kleinke

Accept Agreed Order suspending Certificate Number 201219048 from the period of June 1, 2020 to July 31, 2020, a period of two months.

On or before June 1, 2021, Kleinke shall provide written proof to the Board that he has taken three hours of training/professional development on the topic of educator ethics. Any cost for said training shall be paid for by Kleinke. Failure to provide this proof on or before June 1, 2021 shall result in Certificate 201219048 being administratively suspended until such time as Kleinke provides the written proof.

On or before October 1, 2020, Kleinke shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that he has been assessed and complied with all recommended treatment, and that he is capable of returning to his duties in the classroom. Any expense for said assessment and treatment shall be paid by Kleinke. Failure to provide this proof on or before October 1, 2020 shall result in Certificate 201219048 being administratively suspended until such time as Kleinke provides the written proof.

After the two-month suspension period has concluded, Certificate 201219048 shall be under a 2-year probation period and will be subject to the following conditions:

Kleinke shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which he is employed during the probationary period. If Kleinke fails to satisfy this condition, Certificate Number 201219048 shall be automatically 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.

Kleinke 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 (Ms. Chevalier recused)*

1909849 Earl Mollette

Accept Agreed Order stating Mollette agrees to voluntarily surrender his certification. Mollette 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. Mollette shall neither apply for nor be issued a teaching certificate in the Commonwealth of Kentucky for the remainder of his lifetime. Mollette 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*

1905503 Paul Long

Accept Agreed Order stating Certificate Number 200228840 is expired. Long agrees to neither apply for nor be issued 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. Any future application submitted by Long or on his behalf shall be denied. Long 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*

120183 Arlen McNabb

Accept Agreed Order stating Certificate Number 000034111 is expired. McNabb agrees to neither apply for nor be issued any teaching certificate in the Commonwealth of Kentucky during his lifetime.

Vote: *Unanimous*

19101003 Dennis Moel

Accept Agreed Order stating certificate number 201218194 is expired. Moel agrees he shall not apply for nor be issued any teaching certificate, including emergency substitute certification during his lifetime.

Vote: *Unanimous (Ms. Chevalier recused)*

1908765 Kathryn Williams

Accept Agreed Order stating Williams shall not apply for nor be issued any emergency teaching certificate, including emergency substitute certification during her lifetime. Williams is aware that should she violate KRS 161.120, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1909901 Terence Hayes

Accept Agreed Order suspending certificate number 24342 from January 1, 2020 to April 1, 2020. Hayes shall neither apply for nor be issued a certificate during the suspension period.

By April 1, 2021, Hayes shall provide written proof to the Board that he has completed a professional development course on Professionalism. Hayes shall pay any expense incurred. If Hayes fails to satisfy this condition, Certificate Number 24342 shall be administratively suspended until such condition is satisfied.

By April 1, 2021, Hayes shall provide written proof to the Board that he has completed a professional development course on Sexual Harassment. Hayes shall pay any expense incurred. If Hayes fails to satisfy this condition, Certificate Number 24342 shall be administratively suspended until such condition is satisfied.

By April 1, 2021, Hayes shall provide written proof to the Board that he has completed a professional development course on Educator Ethics. Hayes shall pay any expense incurred. If Hayes fails to satisfy this condition, Certificate Number 24342 shall be administratively suspended until such condition is satisfied.

Upon accepting a certified position in the Commonwealth of Kentucky Certificate Number 24342, shall be subject to the following conditions for a period of five (5) years:

1. Hayes shall report any certified position he accepts in Kentucky within thirty (30) days. If Hayes fails to satisfy this condition, Certificate Number 24342 shall be automatically suspended pending Board review and disposition.
2. Hayes shall not receive any disciplinary action from any school district in which he is employed. If Hayes fails to satisfy this condition, Certificate Number 24342 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.

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

Vote: *Unanimous*

19121291 Andrew Waterhouse

Accept Agreed Order permanently revoking certificate number 201169019. Waterhouse shall not apply for nor be issued any teaching certificate, including emergency substitute certification during his lifetime.

Vote: *Unanimous (Mr. Morgan recused)*

1910987 Deidra McMillin

Accept Agreed Order suspending Certificate Number 201215401 for forty-five (45) days from June 10, 2020 to July 25, 2020.

McMillin 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 recommendations, if any. Any expense shall be paid for by McMillin. Failure to comply with this requirement shall result in an administrative suspension until McMillin gains compliance.

Certificate Number 201215401, 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, McMillin 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 McMillin. Failure to abide by this condition shall result in an administrative suspension pending Board review and disposition.

2. During the probationary period, McMillin 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 201215401 being administratively suspended pending further Board review and disposition.

McMillin 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*

1909867 Lindsey Thompson

Accept Agreed Order suspending certificate number 201130549 from June 1, 2019 to August 8, 2019.

Thompson shall submit written proof to the Board that she has completed three (3) hours of professional ethics training, as approved by the Board, by June 1, 2021. Any expense required for said training shall be paid by Thompson. Failure to do so will result in an administrative suspension until such condition is satisfied.

Thompson shall submit written proof to the Board that she has completed three (3) hours of appropriate student-teacher boundaries training, as approved by the Board, by June 1, 2021. Any expense required for said training shall be paid by Thompson. Failure to do so will result in an administrative suspension until such condition is satisfied.

Following the suspension period, Thompson’s teaching certificate shall be on probation for a period of five (5) years

and subject to the following probationary conditions:

1. Thompson shall not receive any disciplinary action from any school in the Commonwealth.

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

If Thompson fails to satisfy the above condition, certificate number 201130549 shall be automatically suspended and subject to additional sanctions by the Board pursuant to KRS 161.120.

2. Thompson shall not receive any criminal convictions.

If Thompson fails to satisfy the above condition, certificate number 201130549 shall be automatically suspended and subject to additional sanctions by the Board pursuant to KRS 161.120.

Thompson 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)*

1506313 Kenneth Hart

Accept Agreed Order revoking Certificate Number 199800775 for a period of seven (7) years beginning July 28, 2016. Hart 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. Hart shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky during the revocation period.

At the conclusion of the seven (7) year revocation period, Certificate Number 199800775 shall not be reissued until Hart has completed any educational and assessment requirements necessary for certification at the time, and has completed the following conditions:

1. Hart shall submit written proof to the Board that he has

completed a professional development course on Educator Ethics, as approved by the Board. Hart shall pay any expense incurred. If Hart fails to satisfy this condition, Certificate Number 199800775 shall not be reissued until such condition is satisfied.

2. Hart shall submit written proof to the Board that he has completed a professional development course on Appropriate Student-Teacher Boundaries, as approved by the Board. Hart shall pay any expense incurred. If Hart fails to satisfy this condition, Certificate Number 199800775 shall not be reissued until such condition is satisfied.
3. Hart shall submit to the Board a copy of his current criminal record, dated within three (3) months of the date of application, as prepared by the Administrative Office of the Courts. Hart shall pay any expense incurred. If Hart fails to satisfy this condition, Certificate Number 199800775 shall not be reissued until such condition is satisfied. If Hart has received any criminal convictions, other than minor traffic violations in which no jail time can be imposed, since Case No. 15-CR-00277, Certificate Number 199800775 shall not be reissued, and Hart shall neither apply for nor be issued a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future.
4. Hart shall submit written proof to the Board that he has complied with a comprehensive fit for duty assessment, by a Board approved provider. Hart shall pay any expense incurred. If Hart fails to satisfy this condition, Certificate Number 199800775 shall not be reissued until such condition is satisfied. If Hart is found to pose a risk to students, Certificate Number 199800775 shall not be reissued, and Hart shall neither apply for nor be issued a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Additionally, any and all certificates issued to Hart shall be subject to the following permanent probationary conditions:

1. If the evaluating “approved provider” recommends further treatment, Hart shall provide to the Board, written quarterly reports, beginning three (3) months after

completion of the assessment, that he is compliant with all treatment recommendations, until such time as he is released from treatment. Hart shall pay any expense incurred. If Hart fails to satisfy this condition, any certificate issued to him shall be administratively suspended until such condition is satisfied.

2. Hart shall have no further criminal convictions. Hart shall submit to the Board by June 30th of each year in which he holds an active certificate, a copy of his current criminal record, as prepared by the Administrative Office of the Courts. Hart shall pay any expense incurred. If Hart fails to satisfy this condition, any certificate issued to him shall be administratively suspended until such condition is satisfied. If Hart has received any criminal conviction, other than a minor traffic violation, in which no jail time can be imposed, any certificate issued to him shall be administratively suspended pending Board review and disposition.
3. Hart shall have no further disciplinary action. If Hart receives any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed, any certificate issued to him shall be automatically suspended for a period of two (2) years and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

Hart 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*

1909909 Robert Seiter

Accept Agreed Order stating upon acceptance of this agreement by the Board, Seiter shall not seek or accept any position of employment in Kentucky that requires educator certification. Should Seiter violate this agreement, Certificate Number 199800816 shall be administratively suspended pending Board review and disposition.

Seiter 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*

1904391 Kristopher Garrett

Accept Agreed Order stating Garrett voluntarily, knowingly, and intelligently surrenders Certificate Number 200217814, 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. Garrett 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*

1910995 Kelly Brown

Accept Agreed Order stating upon acceptance of this agreement by the Board, Brown voluntarily, knowingly, and intelligently surrenders Certificate Number 200003606, 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. Brown 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*

2002357 Joseph Hamilton

Accept Agreed Order stating Hamilton voluntarily, knowingly, and intelligently surrenders Certificate Number 201160851, 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 acceptance of this agreement by the Board, Hamilton 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*

2001149 Darlene Turner

Accept Agreed Order stating Turner is retired and has no plans to return to the classroom. If Turner should decide to return to the classroom, then prior to accepting any positions that require Kentucky teacher certification in the future, she shall provide written proof to the Board, from a licensed/certified physician, as approved by the Board, that she has complied with a comprehensive health evaluation and is physically and mentally fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Turner shall pay any expense incurred. If Turner fails to satisfy this condition prior to accepting a certified position in Kentucky, Certificate Number 68285 shall be administratively suspended until such condition is satisfied.

Turner 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*

18081097 James Jackson

Accept Agreed Order admonishing Jackson for sending an inappropriate photograph via private message. Exchanging inappropriate personal text messages with students is unacceptable no matter the intent. As an education professional, it is Jackson's responsibility to set and maintain appropriate boundaries with all students.

On or before June 1, 2021, Jackson shall provide written proof to the Board that he has taken a course of training/professional development on the topic of Appropriate Use of Social Media. Any cost associated with said training shall be paid for by Jackson. Failure to provide said proof by June 1, 2021 will result in Certificate Number 200218210 being administratively suspended until such time as Jackson can provide the proof.

Jackson 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*

1910991 Tonya Felty

Accept Agreed Order retroactively suspending Certificate 69832 for the period of October 1, 2019, to October 14, 2019, a period of two weeks.

Felty is admonished for consuming alcohol during a field trip. The use of intoxicating substances at an official school event not only could set a bad example for students, but also presents a safety risk should a certified individual need to respond to an emergency situation. The Board will tolerate no further misconduct from Felty.

On or before April 1, 2021, Felty shall provide proof to the Board that she has undergone a comprehensive substance abuse assessment by a Kentucky license and/or certified chemical dependency counselor, as approved by the Board and has been found to be fit and competent to fulfill her duties as an educator. Any cost for said assessment shall be paid for by Felty. Failure to provide this proof by April 1, 2021 will result in Certificate 69832 being administratively suspended until such time as Felty offers the proof.

On or before April 1, 2021, Felty shall provide proof to the Board that she has taken three hours of training/professional development on the subject of educator ethics. Any cost for said training shall be paid for by Felty. Failure to provide this proof prior to April 1, 2021 will result in Certificate 69832 being automatically suspended until such time as Felty provides the proof.

As of the date the Board signs this Order, Certificate 69832 shall be subject to a two (2) year probation and subject to the following condition:

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

Felty 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*

2001103 Roger Cook

Accept Agreed Order stating Cook is retired with no immediate plans to return to the education profession. However, prior to returning to a certified position, Cook shall fulfill the following conditions:

1. Cook shall provide written proof to the Board that he has completed three (3) hours of training from a KDE approved trainer on the topic of "Certification and Hiring of School Personnel." If Cook fails to satisfy this condition prior to returning to certified employment, Certificate Number 000041322 shall be administratively suspended until such condition is satisfied.
2. Cook shall provide written proof to the Board that he has completed three (3) hours of training from a KDE approved trainer on the topic of school law. If Cook fails to satisfy this condition prior to returning to certified employment, Certificate Number 000041322 shall be administratively suspended until such condition is satisfied.

Further, upon returning to a certified position, Certificate Number 000041322 shall be subject to the following probationary condition:

1. Cook shall not be reported to the Board for a finding by the Office of Education Accountability (OEA) that he violated an education statute or regulation. If Cook is reported to the Board by OEA for a violation during the probationary period, Certificate Number 000041322 shall be administratively suspended pending Board review and disposition.

Cook 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 (Dr. Hedgepath recused)*

2001133 Jacqueline Haynes

Accept Agreed Order suspending Certificate number

200147595 from February 1, 2020 until August 1, 2020.

Haynes is not currently working in a certified position. However, upon completion of her suspension period but prior to accepting a certified position, in addition to any educational requirements, reinstatement is expressly conditioned upon the following:

1. Haynes shall provide written proof to the Board that she has completed a substance abuse assessment by a licensed or certified chemical dependency counselor approved by the Board. Haynes shall pay any expense incurred. Certificate Number 200147595 shall not be reinstated until such conditions are satisfied.
2. Haynes shall provide written proof to the Board that she has completed a professional development course or training in the area of educator ethics. Haynes shall pay any expense incurred. Certificate Number 200147595 shall not be reinstated until such conditions are satisfied.

Upon reinstatement, Certificate number 200147595, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. If the substance abuse assessment results in recommendations, Haynes shall submit written progress reports from the licensed or certified counselor on March 1st and September 1st of each year of the probation, beginning September 1, 2020, indicating she is compliant with all treatment recommendations, until she is released from treatment. If Haynes fails to satisfy any of these conditions, Certificate Number 200147595 shall be administratively suspended until such conditions are satisfied.
2. Haynes shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Haynes is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol/controlled substance, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.
3. Haynes shall not receive any disciplinary action

involving the use and/or possession of alcohol/controlled substance from any school district in which she is employed. If Haynes 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.

Haynes 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*

1905533 Julester Bennett

Accept Agreed Order admonishing Bennett for making a disparaging and inappropriate remark to students. The Board reminds Bennett that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. An educator must refrain from subjecting students to disparagement. Subjecting students to demeaning behavior or using inappropriate language in their presence is unacceptable conduct for an educator. The Board will not tolerate any further incidents of misconduct from Bennett.

By January 1, 2021, Bennett 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 Bennett. If Bennett fails to provide written proof by January 1, 2021, Certificate Number 200112115 shall be administratively suspended until such condition is satisfied.

By August 1, 2020, Respondent shall provide written proof to the Board from a Kentucky licensed/certified neurologist, that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as a teacher, is not a danger to herself or others, and is compliant with all treatment recommendations. If Bennett fails to provide written proof by August 1, 2020, Certificate Number 200112115 shall be administratively suspended until such condition is satisfied.

By August 1, 2020, Respondent shall provide written proof to the Board from a Kentucky licensed/certified psychologist, that she has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing her duties as a teacher, is not a danger to herself or others, and is compliant with all treatment recommendations. If Bennett fails to provide written proof by August 1, 2020, Certificate Number 200112115 shall be administratively suspended until such condition is satisfied.

Certificate Number 200112115, including any and all endorsements, is hereby subject to the following probationary conditions:

1. Beginning on June 1, 2021, by June 1st of each year Bennett is employed in a certified position, Bennett shall provide written proof to the Board from a Kentucky licensed/certified physician that she has undergone a comprehensive evaluation and is fit to perform the essential functions of an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Bennett shall pay any expense incurred. If Bennett fails to satisfy any part of this condition, Certificate Number 200112115 shall be administratively suspended pending review and disposition by the Board.
2. At the Board's request, Respondent shall sign a release of information with the evaluating psychologist, neurologist, and primary care physician(s) referred to herein, allowing the Board to review her evaluation and treatment records. If Bennett fails to satisfy this condition, Certificate Number 200112115 shall be administratively suspended pending review and disposition by the Board.

Bennett 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 (Ms. Chevalier recused)*

19101053 Ranson Smith

Accept Agreed Order suspending Certificate Number 200305538 from June 15, 2020 to July 15, 2020.

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

1. Smith shall submit written proof to the Board that he has complied with a substance abuse assessment by a licensed or certified substance abuse counselor, as approved by the Board, and is compliant with all treatment recommendations. The assessment shall be submitted to the Board within 30 days of its completion. Smith shall pay any expense incurred. Certificate Number 200305538 shall not be reinstated until such condition is satisfied.

By January 15, 2021, Smith shall provide written proof to the Board that he has successfully completed a course in the area of educator ethics, as approved by the Board. Any expense incurred for said training shall be paid for by Smith. If Smith fails to provide written proof by January 15, 2021, Certificate Number 200305538 shall be administratively suspended until such condition is satisfied.

Finally, Smith's certificate shall be subject to the following probationary conditions for a period of two (2) years:

1. If the evaluating substance abuse counselor makes any treatment recommendations, Smith shall submit written progress reports to the Board on January 1st and July 1st of each year of his probation, beginning January 1, 2021, indicating that he is compliant with all treatment recommendations, until he is released from treatment. Smith shall pay any expense incurred. If Smith fails to satisfy this condition, Certificate Number 200305538 shall be administratively suspended until such condition is satisfied.
2. Smith shall submit to random alcohol screening tests, to be administered by a provider approved by the Board and shall receive no test that is positive for alcohol. Smith shall pay any expense incurred. If Smith fails to satisfy this condition, Certificate Number 200305538 shall be administratively suspended pending Board review and disposition.
3. Smith shall receive no disciplinary action involving the use of alcohol from any school district in which he is

employed. If Smith fails to satisfy this condition, Certificate Number 200305538 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.

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

Vote: *Unanimous*

19121293 Ramsey Bearse

Accept Agreed Order permanently revoking certificate number 201156163. Bearse shall not apply for nor be issued any teaching certificate, including emergency substitute certification during her lifetime.

Vote: *Unanimous*

1903295 Emma Freeman

Accept Agreed Order stating Freeman voluntarily, knowingly, and intelligently surrenders Certificate Number 000033620, 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 acceptance of this agreement by the Board, Freeman shall immediately surrender the original and all copies of her certificate, by personal delivery or first-class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

2001131 Leslie Litzler

Accept Agreed Order suspending certificate number 201083698 for ninety (90) days. Litzler shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky during the suspension period.

Litzler shall complete a substance abuse assessment by a licensed substance abuse counselor and submit written proof to the Board by August 1, 2020. Any expense related shall be paid for by Litzler. Failure to satisfy this requirement

shall result in an administrative suspension of Litzler's certificate until she submits written proof.

Upon reinstatement, Certificate number 201083698 will be on probation for a period of five (5) years with the following conditions:

1. Litzler shall submit written progress reports from a licensed counselor on January 1st and July 1st, beginning January 1, 2021, 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 Litzler 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. Litzler shall submit to random drug testing, to be administered by a provider approved by the Board and shall receive no test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Litzler shall pay any expense incurred. If Litzler fails to satisfy this condition, Certificate Number 201083698 shall be administratively suspended pending Board review and disposition.
3. Litzler 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.

Litzler 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*

1909897 Christopher Hayes

Accept Agreed Order suspending certificate number 201103131 beginning May 28, 2020 until July 27, 2020. Hayes shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky during the suspension period.

Hayes is admonished for conduct unbecoming of an educator. The Board reminds Hayes that as a certified educator in the Commonwealth of Kentucky, he has a duty to uphold the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct by Hayes.

Prior to accepting a Kentucky Certified Position, Hayes shall complete a substance abuse assessment by a licensed substance abuse counselor and submit written proof to the Board. Any expense related shall be paid for by Hayes. Failure to satisfy this requirement shall result in a failure to reinstate Hayes' Certificate.

Upon acceptance of a Kentucky Certified Position, Certificate number 201103131 will be on probation for a period of three (3) years with the following conditions:

1. Hayes shall notify the EPSB in writing within thirty (30) days of accepting a certified position in the Commonwealth of Kentucky.
2. If the substance abuse assessment results in recommendations, Hayes shall submit written progress reports from the licensed counselor on January 1st and July 1st of each year of his probation, indicating he is continuing to meeting the recommendations, until such time as the counselor releases him from treatment. Each progress report shall certify that Hayes is continuing to comply with any and all treatment recommendations, and that he remains fit and competent to fulfill his duties as an educator. Failure to abide by this condition shall result in an administrative suspension until such condition is satisfied.
3. Hayes shall not receive any disciplinary action related to a violation of school alcohol policy from any school district in the Commonwealth of Kentucky.

“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.

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

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

Vote: *Unanimous*

Recommended Order

Case Name

17101433 Tonya Edwards

Decision

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

1. Tonya Edwards is ADMONISHED for failing to report for the 2017-2018 school year. A teacher shall not neglect her duty to her students by abandoning her position. The Board will not tolerate any further acts of misconduct from Ms. Edwards.
2. Certificate 200004962 is SUSPENDED for one year. Tonya Edwards shall neither apply for, nor be issued, any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky during the suspension period.
3. Prior to reinstatement of Certificate 200004962, Tonya Edwards shall first comply with the following condition:
4. Tonya Edwards shall provide written proof to the Board, from a licensed/certified physician, as approved by the Board, that she has complied with a comprehensive health evaluation and is physically fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Tonya Edwards shall pay any expense incurred. If Tonya Edwards fails to satisfy this condition prior to

reinstatement, Certificate Number 200004962 shall remain administratively suspended until such condition is satisfied.

5. Upon being reinstated, Certificate 200004962 shall be subject to the following probationary condition for a period of two (2) years:
 - a. Tonya Edwards shall not receive any disciplinary action for neglect of duty from any school district in which she is employed. If Tonya Edwards fails to satisfy this condition, Certificate Number 200004962 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 Tonya Edwards 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.

Vote: *Unanimous (Mr. Morgan recused)*

1702251 Dearl Peters

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Peters shall not apply for, nor be issued, any teaching, administrative, or emergency certificate during his lifetime.

Vote: *Unanimous*

1703489 Christopher Johnston

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

1. Certificate number 201152807 is hereby suspended for a period of one (1) year. During the suspension period, Respondent shall neither apply for nor be issued a teaching, administrative or emergency certificate.
2. The Respondent, Christopher Johnston, is admonished for exercising poor professional judgment. As an educator in the Commonwealth of Kentucky, the Respondent has a duty to take reasonable measures to

protect the health, safety and emotional well-being of all students. The Board reminds the Respondent that physical force should not be used to gain compliance. The Board will not tolerate any further incidents of misconduct from Respondent.

3. Prior to reinstatement, the Respondent, Christopher Johnston, shall provide written proof to the Board that he has completed professional development courses on Educator Ethics, Anger Management, and Classroom Management, as approved by the Board. The Respondent shall pay any expense incurred. Certificate Number 201152807 shall not be reinstated until such condition is satisfied.
4. Prior to reinstatement, the Respondent, Christopher Johnston, shall provide written proof to the Board, from a licensed/certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents himself as being capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. Any expense incurred for said evaluation and follow-up shall be paid for by Respondent. Certificate Number 201152807 shall not be reinstated until such condition is satisfied.
5. Upon reinstatement, Certificate Number 201152807 shall be subject to the following condition for a period of five (5) years:
 - a. The Respondent, Christopher Johnston, shall not receive any disciplinary action from any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 201152807 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.

- b. The Respondent, Christopher, Johnston, is placed on notice that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous (Ms. Chevalier recused)*

18111351 Jordan Turner

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that certificate number 201179042 is permanently revoked. Respondent shall not apply for nor be issued any certificate in his lifetime.

Vote: *Unanimous*

1312873 Joseph Pawley

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that EPSB not reissue or renew Certificate Number 200213820 at any time in the future.

Vote: *Unanimous*

190151 Jon Parker

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

1. The Respondent, Jon Parker, is admonished for neglect of duty. As an educator working with special education students, it is his responsibility to be aware of the needs of his students and make sure they are met to the best of his ability.
2. Respondent, Jon Parker is further admonished for excessive tardiness. An educator shall strive to uphold the responsibilities of the education profession, including obligations to students, parents, colleagues, and the school district. When an educator is frequently late to his assignment, students may fail to receive proper instruction and the district's trust in the educator is harmed.

3. Certificate Number 200702584 is suspended for a period of one year from the date the Board approves of this Order. Respondent shall neither apply for nor be issued a Kentucky teacher certification during the suspension period.
4. Prior to the reinstatement of Certificate Number 200702584, the Respondent, Jon Parker, shall provide written proof to the Board that he has taken three hours of training/professional development on the subject of educator ethics. Any cost for this training shall be paid for by Respondent. Failure to provide this proof prior to reinstatement will result in Certificate Number 200702584's continued suspension until such time as the proof is provided.
5. Prior to the reinstatement of Certificate Number 200702584, the Respondent, Jon Parker, shall provide written proof to the Board that he has taken three hours of training/professional development on the subject of special education law. Any cost for this training shall be paid for by Respondent. Failure to provide this proof prior to reinstatement will result in Certificate Number 200702584's continued suspension until such time as the proof is provided.
6. Prior to the reinstatement of Certificate Number 200702584, the Respondent, Jon Parker, shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a mental health evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Respondent shall provide to the Board quarterly written progress reports to begin three months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Respondent from treatment. Respondent shall pay any expense incurred. Failure to provide this proof prior to reinstatement will result in Certificate Number 200702584's continued suspension until such time as the proof is provided.

7. After being reinstated, Certificate Number 200702584 shall be under a three-year probationary period and subject to the following condition:
 - a. The Respondent, Jon Parker shall not receive any disciplinary action from any school district in which he is employed. If Respondent fails to satisfy this condition, any and all certificates issued to him or on his behalf shall be automatically suspended pending Board disposition.

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

Vote: *Unanimous*

1703527 Melody Howard

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

Respondent is admonished for repeating student profanity directed at her. The Board reminds Respondent that as a professional educator, it is her responsibility to treat students with dignity and respect and consistently maintain a positive learning environment for all. The use of profanity and inappropriate remarks must be avoided.

Respondent is no longer teaching in the Commonwealth of Kentucky. Should Respondent accept a position requiring Kentucky teacher certification in the future, she shall be under a three-year probation beginning with the first day of employment and subject to the following condition:

Respondent shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 201169332 shall be administratively suspending 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.

Vote: *Unanimous (Ms. Chevalier & Mr. Morgan recused)*

17121683 Vitalis Lanshima

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that prior to accepting a certified position in the state of Kentucky, Respondent shall submit written proof to the Board that he has completed twelve (12) hours of training on classroom management, student/teacher boundaries, and educator ethics. Any expense for said trainings shall be paid by Respondent. If Respondent fails to satisfy this condition prior to accepting certified employment, Certificate Number 201114756 shall be administratively suspended until such conditions are satisfied.

Vote: *Unanimous (Ms. Chevalier recused)*

1803363 Paul Seay

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 200204731 has expired. Respondent shall not apply for, nor be issued a Kentucky teaching, administrative, or emergency certificate in the future. Any such applications for certification made by Respondent or on his behalf shall be automatically denied.

Vote: *Unanimous*

18111379 James Smith

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

Upon acceptance of this agreement by the Board, Certificate Number 200304907 is revoked for a period of five (5) years. 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. Fifth Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements

necessary for certification at the time, Respondent shall comply with the following conditions prior to reissuance of Certificate Number 200304907:

1. 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 submit written proof to the Board that he has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the revocation period. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200304907 shall not be reissued until such condition is satisfied.
2. Respondent shall submit written proof to the Board that he has completed a course on educator ethics, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200304907 shall not be reissued until such condition is satisfied.
3. Respondent shall submit written proof to the Board that he has completed a course on appropriate classroom management, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200304907 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 200304907 and any new endorsements or new areas of certification shall be subject to the following condition during a five (5) year probationary period:

1. Respondent 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.

Failure to abide by this condition shall result in an automatic suspension pending Board review and disposition.

Respondent 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*

1902211 Kumar Rashad

Accept Petitioner's exceptions, excluding paragraph 62. Modify the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order to reflect.

Vote: *Unanimous (Ms. Chevalier recused)*

Motion made by Mr. Daniel Morgan seconded by Ms. Kim Chevalier to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 3:16 p.m.