

The actions delineated below were taken in open session of the EPSB at the September 2, 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 Lisa Rudzinski called the meeting to order at 1:05 p.m. ET. In an effort to prevent the spread of the novel Corona Virus (COVID-19) this meeting was conducted by video teleconference. Chair Rudzinski read the mission statement to the EPSB and audience.

Swearing in of New Board Members

All present Board members were sworn in by Leah Sharpe of the Office of Legal Services. Melissa Conley-Salyers, Elijah Edwards, Amanda Ellis, Cathy Gunn, Donna Hedgepath, Traci Hunt, Sara Green, Jacqueline Mayfield, Justin Mitchell, Sherry Powers, Lisa Rudzinski, Steven Scrivner, Carmen Souder, Josh Trospen and Julian Vasquez-Heilig.

Roll Call

The following Board members were present during the September 2, 2020, EPSB meeting: Melissa Conley-Salyers, Elijah Edwards, Cathy Gunn, Donna Hedgepath, Traci Hunt, Sara Green, Jacqueline Mayfield, Justin Mitchell, Sherry Powers, Lisa Rudzinski, Steven Scrivner, Carmen Souder, Josh Trospen and Julian Vasquez-Heilig.

CPE: Amanda Ellis

Cabinet: No attendee

Approval of Consent Items

2020-49

Approval of June 15, 2020, EPSB Meeting Minutes

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

Campbellsville University Program Approval: Superintendent

Motion made by Mr. Steven Scrivner, seconded by Mr. Justin Mitchell, to approve Consent Items A-C

Vote: *Unanimous (Dr. Donna Hedgepath recused from Consent Items B & C)*

Report of the Executive Secretary

Kevin Brown shared that he is currently serving as Interim Commissioner but Commissioner Glass will start September 14, 2020. Interim Commissioner Brown reflected on when he started as Interim Commissioner and that he knew the KDE Team could face the issues and work together to move forward. He also recognized Rob Akers and the Office of Educator Licensure and Effectiveness staff for the hard work they put forth. He stressed to the new board members to remain open-minded and flexible as Kentucky schools are facing a crisis situation.

Report from the Council on Postsecondary Education

Dr. Amanda Ellis provided the EPSB with an update from the Council on Postsecondary Education (CPE). She shared that President Thompson is in constant communication with the college and university presidents preparing and working to ensure that students will be safe on campus. CPE is working on a Performance Funding Workgroup, has established a Student Advisory Group and has been hosting a series of webinars on Diversity, Equity and Inclusion. Dr. Thompson hosted a series titled *Education: A Catalyst for Systemic Equity* that is focused on the value of diversity and fostering cultural competency among students. The webinar is receiving excellent feedback from across the nation and has spurred a lot of discussion.

Report of the Associate Commissioner

Mr. Rob Akers introduced himself to the new board members and shared his professional background. He welcomed the new board members and congratulated them on their appointment. Mr. Akers shared with the members that their role is extremely important, and they will be faced with decisions that will touch every educator in Kentucky. He recognized the Educator Certification Specialists that have worked tirelessly this summer and processed over 18,000 individual certification applications and handled over 100,000 documents and 1,500 certificates. Mr. Akers noted they have done a great job with limited resources. He also thanked Cassie Trueblood for her detailed work getting the EPSB materials ready for the members to review. Mr. Akers thanked Kevin Brown for his work and dedication over the past few months as Interim Commissioner during this unprecedented time. He noted his appreciation for Mr. Brown's leadership.

Action Items

Request to Approve Remote Student Teaching Observations for all Educator Preparation Programs for the Fall 2020 and Spring 2021 Semesters

2020-50

Motion made by Dr. Sherry Powers, seconded by Mr. Elijah Edwards, to approve.

Vote: *Unanimous*

Request to Approved Second Issuance of Emergency Certification for the 2020-2021 School Year
2020-51

Motion made by Dr. Donna Hedgepath, seconded by Ms. Traci Hunt, to approve.

Vote: *Unanimous*

Request to Approve the Elementary Certification to Teach Sixth Grade for the 2020-21 School Year

2020-52

Motion made by Dr. Amanda Ellis, seconded by Mr. Justin Mitchell, to approve.

Vote: *Unanimous*

Request to Approve Middle School Certification to Teach Fourth Grade in the Content Area(s) for the 2020-21 School Year

2020-53

Motion made by Ms. Sara Green, seconded by Ms. Carmen Souder, to approve.

Vote: *Unanimous*

Request to Approve High School Certification to Teach Down to Fifth Grade in the Content Area(s) for the 2020-2021 School Year

2020-54

Motion made by Mr. Elijah Edwards, seconded by Mr. Steven Scrivner, to approve.

Vote: *Unanimous*

Waivers

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

2020-55

Motion made by Dr. Sherry Powers, seconded by Ms. Jacqueline Mayfield, to approve the waiver.

Vote: *Unanimous*

16 KAR 5:020 Request to Waive Required GPA for Admission to an Option 6 Program for Secondary Mathematics Certification

2020-56

Motion made by Ms. Sara Green, seconded by Ms. Jackie Mayfield to approve.

Vote: *Unanimous (Mr. Josh Trospen & Dr. Julian Vasquez-Heilig recused)*

16 KAR 2:020 Request to Waive OCTE Renewal Requirements for Brian Priest

2020-57

Motion made by Dr. Amanda Ellis, seconded by Mr. Justin Mitchell, to approve.

Vote: *Unanimous (Ms. Melissa Conley-Salyers, Ms. Jacqueline Mayfield and Mr. Josh Trospen dissented)*

16 KAR 2:020. Request to Waive OCTE Renewal Requirements for Phillip Simon

2020-58

Motion made by Ms. Sara Green, seconded by Ms. Carmen Souder, to approve.

Vote: *Unanimous*

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

2020-59

Motion made by Dr. Donna Hedgepath, seconded by Mr. Justin Mitchell, to approve.

Vote: *Unanimous*

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

2020-60

Motion made by Ms. Sara Green, seconded by Mr. Steven Scrivner, to approve.

Vote: *Unanimous*

16 KAR 6:010 Request to Waive Five Year Test Recency Requirement for Lori Gausepohl Wall

2020-61

Motion made by Mr. Elijah Edwards seconded by Ms. Sara Green, to approve.

Vote: *Unanimous*

16 KAR 4:090 Request to Waive Reissuance Requirements for Patsy McCoy

2020-62

Motion made by Ms. Sara Green, seconded by Ms. Jacqueline Mayfield, to approve.

Vote: *Unanimous*

Alternative Route to Certification Applications

Request to approve alternative route to Certification for Zachary Boone, Dance, All Grades

2020-63

Motion made by Mr. Justin Mitchell, seconded by Mr. Josh Trosper, to approve.

Vote: *Unanimous*

Request to approve alternative route to Certification for Helen Payne, Art, All Grades

2020-64

Motion made by Dr. Amanda Ellis, seconded by Ms. Jacqueline Mayfield, to approve.

Vote: *Unanimous*

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

Vote: *Unanimous*

Motion made by Ms. Sara Green seconded by Mr. Steven Scrivner, to return to open session.

Vote: *Unanimous*

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

Melissa Conley-Salyers, Elijah Edwards, Amanda Ellis, Cathy Gunn, Donna Hedgepath, Traci Hunt, Sara Green, Jacqueline Mayfield, Justin Mitchell, Sherry Powers, Lisa Rudzinski, Steven Scrivner, Carmen Souder, Josh Trosper, and Julian Vasquez-Heilig.

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

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
18101275	Refer to Hearing
1904399	Refer to Hearing
1804643	Refer to Hearing
2001295	Refer to Hearing
2001293	Dismissed
1909871	Dismissed
2002419	Dismissed
2001115	Dismissed
2002355	Dismissed
19101025	Dismissed
2001143	Dismissed
2002397	Dismissed
2001273	Dismissed
2003673	Dismissed
2001271	Dismissed
19111121	Dismissed
19111143	Dismissed
19111151	Dismissed
19111159	Dismissed
2003773	Dismissed
19121325	Dismissed
2003765	Dismissed
19121307	Dismissed
2002463	Dismissed
2003779	Dismissed
2003683	Dismissed
2003697	Dismissed
2003691	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
20901	Approve
20925	Approve
20993	Approve
201007	Approve
201020	Approve
201034	Approve
201053	Approve
201068	Approve
201069	Approve
201114	Approve
201126	Approve
201127	Approve
201148	Approve

201149	Approve
201152	Approve
201081	Approve
201169	Approve
201182	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.
201209	Approve
201214	Approve
201227	Approve
201233	Approve
201234	Approve
201237	Approve
201103	Approve
201111	Approve
201252	Approve
201263	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.
201136	Approve
201165	Deny
201197	Approve
201253	Approve
201121	Approve

Agreed Orders

Case Number

18081113 Christy Kelly

Decision

Reject Agreed Order retroactively suspending Certificate Number 201137819 from August 1, 2019, to February 1, 2020, a period of six months.

Kelly has resigned from the teaching profession. Prior to accepting a new position requiring Kentucky teacher certification, Kelly shall provide written proof to the Board that she has taken a course of training/professional development on the topic of confidentiality. Any cost for said training shall be paid for by Kelly. Failure to provide the written proof of training prior to accepting a new position requiring Kentucky teacher certification will result in Certificate Number 201137819 being administratively suspended until such time as Kelly provides the proof.

Kelly has resigned from the teaching profession. Prior to accepting a new position requiring Kentucky teacher certification, Kelly shall provide written proof to the Board that she has taken a course of training/professional

development on the topic of educator ethics. Any cost for said training shall be paid for by Kelly. Failure to provide the written proof of training prior to accepting a new position requiring Kentucky teacher certification will result in Certificate Number 201137819 being administratively suspended until such time as Kelly provides the proof.

If Kelly should accept a new position requiring Kentucky teacher certification, Certificate Number 201137819 will be placed under a two year probationary period beginning on her first day of work at said position and subject to the following condition:

Kelly shall not receive any disciplinary action from any school district in which she is employed. If Kelly fails to satisfy this condition, Certificate Number 201137819 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.

Kelly 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*

19101007 Valerie Barlow

Accept Agreed Order suspending Certificate Number 200111272 from the period of June 1, 2020 to September 30, 2020, a period of four months.

On or before June 1, 2021, Barlow shall provide written proof to the Board that she has taken six hours of training/professional development on the topic of educator ethics. Any cost for said training shall be paid for by Barlow. Failure to provide this proof on or before June 1, 2021 shall result in Certificate 200111272 being administratively

suspended until such time as Barlow provides the written proof.

On or before November 1, 2020, Barlow shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment, and that she is capable of returning to her duties in the classroom. Any expense for said assessment and treatment shall be paid by Barlow. Failure to provide this proof on or before November 1, 2020 shall result in Certificate 200111272 being administratively suspended until such time as Barlow provides the written proof.

After the four month suspension period has concluded, Certificate 200111272 shall be under a 2 year probation period and will be subject to the following conditions:

Barlow shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which she is employed during the probationary period. If Barlow fails to satisfy this condition, Certificate Number 200111272 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.

Barlow 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*

2002385 Joshua Scott

Accept Agreed Order admonishing Scott for exercising poor professional judgment, and for failing to uphold the dignity and integrity of the teaching profession. An educator in the Commonwealth of Kentucky has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students, and to set a positive example for students. When an educator fails to maintain order amongst students, they are at risk for harm. Permitting students to engage in inappropriate and out of control behavior is simply

unacceptable. The Board will not tolerate any further incidents of misconduct from Scott.

Certificate Number 201195174 is retroactively suspended from February 1, 2020, to May 31, 2020, a period of four months.

On or before August 31, 2021, Scott shall provide written proof to the Board that he has taken three hours of professional development/training on the subject of classroom management. Any expense for said professional development/training shall be paid for by Scott. Failure to provide said proof on or before August 31, 2021 will result in Certificate Number 201195174 being administratively suspended until such time as Scott provides the written proof.

On or before August 31, 2021, Scott shall provide written proof to the Board that he has taken three hours of professional development/training on the subject of educator ethics. Any expense for said professional development/training shall be paid for by Scott. Failure to provide said proof on or before August 31, 2021 will result in Certificate Number 201195174 being administratively suspended until such time as Scott provides the written proof.

From the date the Board approves this Order, Certificate Number 201195174 shall be under a 3 year probationary period and subject to the following condition:

Scott shall not receive any disciplinary action related to classroom management from any school district in which he is employed. If Scott fails to satisfy this condition, Certificate Number 201195174 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.

Scott 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*

2002367 Debra Gruber

Accept Agreed Order stating Gruber hereby voluntarily and permanently surrenders certificate number 200143879. Gruber 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. Gruber shall neither apply for nor be issued a teaching, administrative, or emergency substitute certificate in the Commonwealth of Kentucky for the remainder of her lifetime.

Vote: *Unanimous*

1512863 Allan Lasky-Headrick

Accept Agreed Order revoking Certificate Number 000081117

from April 8, 2016 until December 16, 2020. Lasky-Headrick 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. Lasky-Headrick shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky during the revocation period.

Lasky-Headrick is admonished for exercising poor professional judgment, and for failing to exemplify behaviors which maintain the dignity and integrity of the profession. The Board reminds Lasky-Headrick of his ethical duty to protect the health, safety, and emotional well-being of students, and to refrain from engaging in inappropriate conversations with students. The Board will not tolerate any further incidents of misconduct from Lasky-Headrick.

Prior to reinstatement, Lasky-Headrick shall:

1. Provide written proof that he has completed a professional development course in the area of educator ethics, as approved by the Board. Any expense incurred for said training shall be paid by Lasky-Headrick. If Lasky-Headrick fails to satisfy this condition, Certificate Number 000081117 shall not be reinstated until such condition is satisfied.
-

2. Provide written proof that he has completed a professional development course in the area of professionalism, as approved by the Board. Any expense incurred for said training shall be paid by Lasky-Headrick. If Lasky-Headrick fails to satisfy this condition, Certificate Number 000081117 shall be not be reinstated until such condition is satisfied.
3. Provide written proof that he has completed a professional development course in the area of appropriate student teacher boundaries, as approved by the Board. Any expense incurred for said training shall be paid by Lasky-Headrick. If Lasky-Headrick fails to satisfy these conditions, Certificate Number 000081117 shall be not be reinstated until such condition is satisfied.
4. Provide written proof that he has completed a professional development course in the area of classroom management, as approved by the Board. Any expense incurred for said training shall be paid by Lasky-Headrick. If Lasky-Headrick fails to satisfy these conditions, Certificate Number 000081117 shall be not be reinstated until such condition is satisfied.
5. Lasky-Headrick shall complete a fit-for-duty assessment by a qualified psychologist as approved by the Board, and follow through with any recommendations given by the provider. If Lasky-Headrick fails to satisfy these conditions, Certificate Number 000081117 shall be not be reinstated until such condition is satisfied.

Additionally, Certificate Number 000081117 shall be subject to a ten (10) year probationary period with the following conditions:

1. Lasky-Headrick shall not receive any disciplinary action from any school district in which he is employed.

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

If Lasky-Headrick fails to satisfy this condition, Certificate Number 201195449 shall be automatically suspended pending review and disposition by the Board.

Vote: *Unanimous*

2001139 Jeremy Stillwell

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

Stillwell 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 January 1, 2021. Stillwell shall pay any expense incurred. If Stillwell fails to satisfy this condition, Certificate Number 201201084 shall be automatically suspended until such condition is fulfilled.

Certificate Number 201201084 shall be subject to the following conditions for a period of five (5) years from the date of this Order:

1. Stillwell shall ensure that he accurately completes all applications for certification to the EPSB. Stillwell must disclose all background information including pending disciplinary actions, charges, and any convictions he may have at the time. If Stillwell fails to fully disclose all relevant information on any application for certification, Certificate Number 201201084 shall be administratively suspended pending Board review and disposition.
2. Stillwell shall not receive any disciplinary action from any school district in which he is employed. If Stillwell fails to satisfy this condition, any and all certificates issued to him 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.

Stillwell 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*

1908803 Rhonda Montgomery

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

By December 1, 2020, Montgomery shall provide written proof to the Board that she has completed a professional development course on classroom management, as approved by the Board. Montgomery shall pay any expense incurred. If Montgomery fails to satisfy this condition, Certificate Number 199602795 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.

Upon acceptance of this agreement by the Board, Certificate Number 199602795, shall be subject to the following conditions for a period of five (5) years:

1. Montgomery shall not receive any disciplinary action related to physical contact from any school district in which she is employed. If Montgomery fails to satisfy this condition, Certificate Number 199602795 shall be automatically suspended pending Board review and disposition.

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

this condition.

Montgomery 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*

2002477 Nancy McDonald

Accept Agreed Order admonishing McDonald for violating the Administration Code for Kentucky's Educational Assessment Program. The Board reminds McDonald that she has an ethical duty to follow all administrative procedures related to student testing for both the well-being of students and for the integrity of the testing process. The Administration Code for Kentucky's Educational Assessment Program is very specific and clear as to what procedures to follow. It is never acceptable to take photos of an assessment. The Board will not tolerate any further incidents of misconduct by McDonald.

McDonald has provided written proof to the Board that she has completed Administration Code Training.

In addition, Certificate Number 199603065 shall be subject to the following condition for a period of two (2) years:

1. McDonald shall not be reported to the Board for a finding that she violated the Administration Code for Kentucky's Educational Assessment Program. If McDonald is reported to the Board for a testing violation during the probationary period, Certificate Number 199603065 shall be administratively suspended pending Board review and disposition.

McDonald 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*

1408522 Gary Sanders

Accept Agreed Order retroactively suspending Certificate Number 200230131 for a period of eighteen (18) months from May 25, 2018 to November 24, 2019.

Upon accepting a certified position in the Commonwealth of

Kentucky, Sanders shall report his employment to the Board within thirty (30) days. If Sanders fails to satisfy this condition, Certificate Number 200230131 shall be administratively suspended until such condition is fulfilled.

Upon accepting a certified position in the Commonwealth of Kentucky, Sanders shall have thirty (30) days from his hire date to provide written proof to the Board that he has completed a professional development course or training in the area of educator ethics. Sanders shall pay any expense incurred. If Sanders fails to satisfy this condition, Certificate Number 200230131 shall be administratively suspended until such condition is fulfilled.

Upon accepting a certified position in the Commonwealth of Kentucky, Sanders shall have three (3) months from his hire date to provide written proof to the Board that he has completed a professional development course or training in the area of diversity and/or cultural sensitivity, as approved by the Board. Sanders shall pay any expense incurred. If Sanders fails to satisfy this condition, Certificate Number 200230131 shall be administratively suspended until such condition is fulfilled.

Upon accepting a certified position in the Commonwealth of Kentucky, Sanders shall have six (6) months from his hire date to 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. Sanders shall pay any expense incurred. If Sanders fails to satisfy this condition, Certificate Number 200230131 shall be administratively suspended until such condition is fulfilled.

Upon accepting a certified position in the Commonwealth of Kentucky, Certificate Number 200230131 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of two (2) years:

1. Sanders shall not receive any disciplinary action from any school district he is employed. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Sanders
-

fails to satisfy this condition, Certificate Number 200230131 shall be administratively suspended for a period of ninety (90) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Sanders 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*

1906667 Angel Palmer

Accept Agreed Order stating Palmer shall provide written proof to the Board that she has completed a professional development course or training in the area of student supervision, as approved by the Board, by December 1, 2020. Palmer shall pay any expense incurred. If Palmer fails to satisfy this condition, Certificate Number 201114649 shall be administratively suspended until such condition is fulfilled.

Palmer shall provide written proof to the Board that she has completed a professional development course or training in the area of professionalism, as approved by the Board, by December 1, 2020. Palmer shall pay any expense incurred. If Palmer fails to satisfy this condition, Certificate Number 201114649 shall be administratively suspended until such condition is fulfilled.

From the date of this order, Certificate Number 201114649 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of two (2) years:

Palmer shall not receive any disciplinary action from any school district she is employed. If Palmer fails to satisfy this condition, Certificate Number 201114649 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.

Palmer 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*

2003653 Amy Garcia

Accept Agreed Order stating Garcia voluntarily, knowingly, and intelligently surrenders Certificate Number 201208185, 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.

Vote: *Unanimous*

2003677 Michael Harris

Accept Agreed Order retroactively suspending Certificate Number 199802914 from April 1, 2020 through April 5, 2020, June 20, 2020 through June 22, 2020 and June 26, 2020 through June 28, 2020.

By January 1, 2021, Harris shall provide written proof to the Board that he has successfully completed a course in the appropriate use of social media, as approved by the Board. Any expense incurred for said training shall be paid by Harris. If Harris fails to provide written proof by January 1, 2021, Certificate Number 199802914 shall be administratively suspended until such condition is satisfied.

By January 1, 2021, Harris shall provide written proof to the Board that he has successfully completed a course in educator ethics, as approved by the Board. Any expense incurred for said training shall be paid by Harris. If Harris fails to provide written proof by January 1, 2021, Certificate Number 199802914 shall be administratively suspended until such condition is satisfied.

By January 1, 2021, Harris shall provide written proof to the Board that he has successfully completed a course in professionalism, as approved by the Board. Any expense incurred for said training shall be paid by Harris. If Harris fails to provide written proof by January 1, 2021, Certificate Number 199802914 shall be administratively suspended until such condition is satisfied.

Certificate Number 199802914, including any and all endorsements, is hereby subject to the following probationary condition for a period of seven (7) years:

Harris shall not receive any disciplinary action from any school district he is employed. If Harris fails to satisfy this condition, Certificate Number 199802914 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.

Harris 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*

2002375 James Mastin III

Accept Agreed Order admonishing Mastin for exercising poor professional judgment. The Board reminds Mastin that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. By directing derogatory, offensive language towards a student in front of his peers, Mastin unnecessarily subjected that student to public embarrassment. The Board will not tolerate any further incidents of misconduct from Mastin.

Mastin has retired and has no immediate plans to return to the field. However, prior to accepting a certified position in the state of Kentucky, Mastin shall provide written proof to the Board that he has completed a course in educator ethics, as approved by the Board. Mastin shall pay any expense incurred. If Mastin fails to satisfy this condition prior to returning to a certified position, Certificate Number 000042714 shall be administratively suspended until such condition is satisfied.

Further, upon accepting a certified position, Certificate Number 000042714 shall be subject to the following probationary condition for a period of two (2) years:

1. Mastin shall not receive any disciplinary action from any school district he is employed. “Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Mastin
-

fails to satisfy this condition, Certificate Number 000042714 shall be automatically suspended pending review and disposition by the Board.

Mastin 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*

2002487 Candie Kane

Accept Agreed Order retroactively suspending Certificate Number 000060439 for twelve (12) months from July 1, 2019 to July 1, 2020.

Kane is not currently teaching. However, prior to accepting a certified position in the state of Kentucky, Kane shall provide written proof to the Board that she has completed six (6) hours of professional development training in educator ethics, as approved by the Board. Kane shall pay any expense incurred. If Kane fails to satisfy this condition prior to returning to a certified position, Certificate Number 000060439 shall be administratively suspended until such condition is satisfied.

Further, Kane has not participated in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE for the 2019-2020 school year as she was not teaching during that time. Certificate Number 000060439 shall be subject to the following probationary conditions until August 1, 2021:

1. Kane shall not be allowed to participate in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE, during the probationary period. If Kane fails to satisfy this condition, Certificate Number 000060439 shall be administratively suspended pending Board review and disposition.
 2. By July 15, 2021, if Kane is employed in a certified position, she shall submit a letter from her supervisor to the Board confirming that she did not participate in any state mandated testing during the 2020-2021 school year. If Kane fails to satisfy any part of this condition, Certificate Number 000060439 shall be administratively suspended until such condition is satisfied.
-

3. By October 1, 2020, if Kane is employed in a certified position, she shall provide written notification to her supervisor that she 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 Kane returns to a certified position after October 1, 2020, she shall provide written notification to her supervisor that she is unable to participate in state mandated testing for the school year and shall file a copy of the written notice with the Board within 30 days of her hire date. If Kane fails to satisfy any part of this condition, Certificate Number 000060439 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 000060439 shall be subject to the following permanent probationary condition:

1. Kane shall receive no disciplinary action for violation of 703 KAR 5:080, Administration Code for Kentucky's Educational Assessment Program, from any school district in which she is employed. If Kane fails to satisfy this condition, Certificate Number 000060439 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.

Kane 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*

2001267 Christopher Nelson

Accept Agreed Order suspending Certificate Number 201136966 from the period of June 1, 2020 to July 31, 2020, a period of two months.

Nelson is no longer teaching in the classroom. Prior to returning to a position requiring Kentucky teacher certification, Nelson 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 Nelson. Failure to provide

this proof prior to returning to a position requiring Kentucky teacher certification shall result in Certificate 201136966 being administratively suspended until such time as Nelson provides the written proof.

Nelson is no longer teaching in the classroom. Prior to returning to a position requiring Kentucky teacher certification, Nelson 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 Nelson. Failure to provide this proof prior to returning to a position requiring Kentucky teacher certification shall result in Certificate 201136966 being administratively suspended until such time as Nelson provides the written proof.

If Nelson should return to a position requiring Kentucky teacher certification, Certificate 201136966 shall be under a 2 year probation period beginning on his first day of employment and will be subject to the following conditions:

Nelson shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which he is employed during the probationary period. If Nelson fails to satisfy this condition, Certificate Number 201136966 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.

Nelson 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*

2002353 Heath Meadows

Accept Agreed Order retroactively suspending Certificate Number 201196600 on January 31, 2020, a period of one day.

Meadows is admonished for his lack of professional judgment in interactions with students. Exchanging personal text messages with students is inappropriate no matter the intent. As an education professional, it is Meadows's responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity careful never to single out a particular student for special treatment and/or friendship.

On or before August 1, 2021, Meadows shall provide written proof to the Board that he has taken three hours of professional development/training on the subject of proper teacher-student boundaries as approved by the Board. Meadows shall pay any costs associate with the professional development/training. Failure to provide this proof by August 1, 2021 will result in Certificate 201196600 being administratively suspended until such time as Meadows provides the proof.

On or before August 1, 2021, Meadows shall provide written proof to the Board that he has taken three hours of professional development/training on the subject of educator ethics as approved by the Board. Meadows shall pay any costs associate with the professional development/training. Failure to provide this proof by August 1, 2021 will result in Certificate 201196600 being administratively suspended until such time as Meadows provides the proof.

Certificate Number 201196600 shall be under a three year period of probation from the date the Board approves this Order and subject to the following condition:

Meadows shall not receive any disciplinary action involving student-teacher boundaries from any school district in which he is employed during the probationary period. If Meadows fails to satisfy this condition, Certificate Number 20119660 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.

Meadows 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*

2002373 Jolean Blackburn

Accept Agreed Order stating Blackburn is presently on disability retirement and has no immediate plans to return to the classroom. If Blackburn 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, is released to return to work, is fit to perform her duties as a classroom teacher, and is compliant with all treatment recommendations. Blackburn shall pay any expense incurred. If Blackburn fails to satisfy this condition prior to accepting a certified position in Kentucky, Certificate Number 200300207 shall be administratively suspended until such condition is satisfied.

Prior to returning to a position that requires Kentucky teacher certification in the future, Blackburn shall provide written proof to the Board that she has taken three hours of professional development/training on the subject of the proper use of social media. Any cost for said training shall be paid for by Blackburn. Failure to provide this proof prior to accepting a position requiring Kentucky teacher certification will result in Certificate Number 200300207 being administratively suspended until such time as Blackburn provides the proof.

Prior to returning to a position that requires Kentucky teacher certification in the future, Blackburn shall provide written proof to the Board that she has taken three hours of professional development/training on the subject of educator ethics. Any cost for said training shall be paid for by Blackburn. Failure to provide this proof prior to accepting a position requiring Kentucky teacher certification will result in Certificate Number 200300207 being administratively suspended until such time as Blackburn provides the proof.

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

Vote: *Unanimous*

1909891 Brian Handshoe

Accept Agreed Order suspending Certificate Number 12318's Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 from June 1, 2020, to May 31, 2021, a period of one year.

Handshoe is retired and not currently working in the public schools. Prior to accepting any employment requiring teacher certification, Handshoe shall provide written proof to the Board that he has taken three hours of training/professional development on the subject of leadership in schools. Any costs associated with said training shall be paid for by Handshoe. Failure to provide said proof prior to accepting employment requiring teacher certification will result in Certificate Number 12318's Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 being administratively suspended until such time as Handshoe provides the written proof.

Handshoe is retired and not currently working in the public schools. Prior to accepting any employment requiring teacher certification, Handshoe shall provide written proof to the Board that he has taken three hours of training/professional development on the subject of the appropriate use of social media. Any costs associated with said training shall be paid for by Handshoe. Failure to provide said proof prior to accepting employment requiring teacher certification will result in Certificate Number 12318's Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 being administratively suspended until such time as Handshoe provides the written proof.

Handshoe is retired and not currently working in the public schools. Prior to accepting any employment requiring teacher certification, Handshoe shall provide written proof to the Board that he has taken three hours of training/professional development on the subject of educator ethics. Any costs associated with said training shall be paid for by Handshoe. Failure to provide said proof prior to accepting employment requiring teacher certification will result in Certificate Number 12318's Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 being administratively suspended until such time as Handshoe provides the written proof.

Upon returning to employment requiring teacher certification, Certificate Number 12318 will be under a probationary period of five years and subject to the following condition.

Handshoe shall receive no disciplinary action 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 Handshoe receives disciplinary action during the five year period, Certificate Number 12318 will be automatically suspended pending Board review and disposition.

Handshoe 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*

2002411 Belinda Vance

Accept Agreed Order admonishing Vance for conduct unbecoming a teacher. The Board reminds Vance that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Driving under the influence of alcohol is not only dangerous; it is also a horrible example to set for students. The Board will tolerate no further incidents of misconduct by Vance.

Certificate Number 82887 is retroactively suspended from June 30, 2019, to July 1, 2020, a period of one year.

Once the suspension period is concluded, Certificate Number 82887 shall be under a permanent probation and subject to the following conditions:

1. For the entirety of the probationary period, Vance 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 Vance is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this
-

condition will result in any certificate issued to Vance being automatically suspended pending Board review and disposition.

2. During the first five (5) years of the probationary period, Vance shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts by August 1st of each year. Any expense required to satisfy this condition shall be paid by Vance. Failure to comply with this condition will result in any certificate issued to Vance being automatically suspended until Vance provides the appropriate written proof to the Board.
3. After the first five (5) years, for the remainder of the probationary period, Vance shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, to the Board with any application for renewal of her certification(s) and/or for issuance of additional certification(s). Any expense required to satisfy this condition shall be paid by Vance. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Vance or on her behalf.

On or before January 1, 2021, Vance shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment. Any expense for said assessment and treatment shall be paid by Vance.

Failure to comply with this requirement by January 1, 2021 will result in an automatic suspension of Vance's teaching certificate and it will remain suspended until she completes the assessment requirements contained in this Agreed Order.

Vance 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*

1910975 James Taylor

Accept Agreed Order retroactively suspending Certificate Number 201161032 from April 13, 2019 to July 31, 2019.

Certificate Number 201161032 is further suspended from June 1, 2020 to July 31, 2020.

On or before December 31, 2021, Taylor shall provide written proof to the Board that he has taken six hours of training/professional development on the subject of proper teacher/student boundaries. Any cost for said training shall be paid for by Taylor. Failure to provide said proof on or before December 31, 2021 shall result in Certificate Number 201161032 being administratively suspended until such time as the proof is provided.

On or before December 31, 2021, Taylor shall provide written proof to the Board that he has taken six hours of training/professional development on the subject of proper use of social media. Any cost for said training shall be paid for by Taylor. Failure to provide said proof on or before December 31, 2021 shall result in Certificate Number 201161032 being administratively suspended until such time as the proof is provided.

On or before December 31, 2021, Taylor shall provide written proof to the Board that he has taken six hours of training/professional development on the subject of educator ethics. Any cost for said training shall be paid for by Taylor. Failure to provide said proof on or before December 31, 2021 shall result in Certificate Number 201161032 being administratively suspended until such time as the proof is provided.

Upon the entry of this Order by the Board, Certificate Number 201161032 shall be under a ten year probationary period, and subject to the following condition:

Taylor shall not receive any disciplinary action from any school district in which he is employed. If Taylor fails to satisfy this condition, Certificate Number 201161032 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.

Taylor 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*

2003699 David Gibson

Accept Agreed Order stating Gibson has provided written proof to the Board that he has completed eight and a half hours of training at the Kentucky Association of School Administrators 2020 conference, including a training on Personnel Matters. Therefore, this case shall be dismissed.

Gibson 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*

1905499 Brian Harper

Accept Agreed Order suspending Certificate No. 000029118's Professional Certificate For Instructional Leadership – School Superintendent from July 1, 2020 until December 31, 2020, a period of six months.

Before September 1, 2021, Harper, shall written proof that he has completed twelve (12) hours of training/professional development on the topic of school law, including at least one course on the Model Procurement Code and at least one course on fiscal management, as approved by the Board. Any cost for said training/professional development shall be paid for by Harper. If Harper fails to provide written proof by September 1, 2021, Certificate No. 000029118 shall be administratively suspended until such condition is satisfied.

Upon reinstatement of Certificate No. 000029118's Professional Certificate For Instructional Leadership – School Superintendent, Certificate No. 000029118 will be subject to the following probationary condition for four (4) years:

Harper shall not receive any disciplinary action for misuse of district funds, violations of the Model Procurement Code, or violations of the capital construction process from any district in which he is employed. If Harper fails to satisfy this condition, any and all certificates issued to him 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.

Harper 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*

2002415 Carrie Decker

Accept Agreed Order suspending certificate number 200403398 from January 16, 2020 to December 16, 2020.

Decker has provided documentation indicating that she has completed alcohol/substance abuse treatment as well as in-patient treatment.

Certificate 200403398 shall be subject to a permanent probationary period and subject to the following conditions:

1. Decker shall submit to the Board by January 1st and July 1st of each year during the probationary period documentation from her current treatment provider or Alcoholics Anonymous sponsor stating that she is maintaining sobriety and still seeking support and continued assistance in maintaining her sobriety. Decker shall pay any expense incurred. If Decker fails to satisfy this condition, Certificate Number 200403398 shall be administratively suspended until such condition is satisfied.
 2. Decker shall have no criminal convictions involving the use and/or possession of alcohol/controlled substance during the probationary period. If Decker 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, Certificate number 200403398 shall be permanently revoked. If Decker 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, Decker shall notify the Board within thirty (30) days.
-

3. Decker shall submit to the Board by January 1st of each year of the probationary period a copy of her current criminal record, as prepared by the Administrative Office of the Courts. Decker shall pay any expense incurred. If Decker fails to satisfy this condition, Certificate Number 200403398 shall be administratively suspended until such condition is satisfied.
4. Decker shall not receive any disciplinary action involving alcohol/controlled substance from any school district in which she is employed during the probationary period. If Decker fails to satisfy this condition, Certificate Number 200403398 shall be permanently revoked.

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

Vote: *Unanimous*

Recommended Order

Case Name

17101409 Janet Allen

Decision

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that the EPSB not reissue or renew Certificate Number 000029156 at any time in the future.

Vote: *Unanimous (Mr. Mitchell recused)*

1803365 Kelly Chadwell

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 200701081 issued to Kelly Chadwell is permanently revoked. Respondent, Kelly Chadwell, shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon issuance of this Order by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

Motion made by Mr. Mitchell seconded by Ms. Souder to adjourn the meeting.

Vote: Unanimous

Meeting adjourned at 4:42 p.m.
