

*The actions delineated below were taken in open session of the EPSB at the August 16, 2021, 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, 5<sup>th</sup> Floor, Frankfort, KY 40601.*

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

**Call to Order**

Chair Lisa Rudzinski called the meeting to order at 9:10 a.m. ET. In an effort to prevent the spread of the novel Corona Virus (COVID-19) this meeting was conducted by video teleconference. Board member Wade Stanfield read the mission statement to the EPSB and audience.

**Swearing-In**

Susan Rieber joins the EPSB as the designee for the Secretary of the Education and Workforce Development Cabinet. Ms. Rieber was sworn-in to the EPSB by Leah Sharpe.

**Roll Call**

The following Board members were present during the August 16, 2021, EPSB meeting: Elijah Edwards, Donna Hedgepath, Sherry Powers, Lisa Rudzinski, Amber Snell, Beth Spradlin, Wade Stanfield, Julian Vasquez-Heilig and Sarah Weedman.

CPE: Amanda Ellis

Cabinet: Susan Rieber

**Approval of Consent Items**

Approval of June 21, 2021, EPSB Meeting Minutes

Board Approval for Teacher Coach Online Courses

**2021-139**

*Motion made by Mr. Elijah Edwards, seconded by Ms. Amber Snell, to approve the consent agenda items.*

**Vote:** *Unanimous*

**Report of the Executive Secretary**

Commissioner Jason Glass shared that the department is still dealing with COVID 19. The Kentucky Board of Education (KBE) has approved a couple of procedures that will allow districts to continue operating. As one of those supports, they will allow school districts to continue to draw funding for students that were placed on quarantine through the daily attendance option as if they were in person. Also, sick leave for staff will be called a quarantine leave and they will continue to draw their salary and not have their missed days count against their sick leave balance. Staff can also support students remotely but will need to have their vaccines in order to participate in these

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**October 11, 2021 Meeting**

options. The action of the KBE that is drawing the most attention is the masking mandate in schools from age 2 and up. The KBE voted unanimously to put the mask mandate into order. If teachers are not following the law, it can create a licensure issue and there are mechanisms to solve that and possibly an investigation on those issues. Dr. Glass also mentioned the statewide Education Summit at the Louisville Convention Center. He noted there are some dynamic speakers lined up at this event and encouraged all to attend.

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

Amanda Ellis shared that the Council for Postsecondary Education (CPE) issued a report on dual credit for the four-year universities. She noted there were some interesting information and encouraged the members to review those reports. Dr. Ellis reported that CPE has some competitive grants right now for public universities for the educator preparation programs to increase the diversity of teacher candidates.

CPE also has support around COVID and safety. Dr. Thompson, the eight public universities, and the KCTCS colleges all signed an agreement to mask up indoors and keep students safe and on campus.

### **Report from the Cabinet**

Susan Reiber shared that the cabinet joins in the concern about the health of our students. The state legislators will be having a hearing on the KBE's decision and vote. The ultimate goal from the cabinet and administration is to keep our students, educators and all of our Commonwealth safe and healthy. She stated that the cabinet appreciates our educators and the work to get students back in the classroom which is desperately needed for our kids. She noted that today, the Cabinet will be announcing the winners for the Teacher Program Grow your Own. 10 winners will be announced, and each will receive a \$50,000 award.

### **Report of the Associate Commissioner**

Byron Darnall recognized staff that has already begun the school year and the important role and the level of appreciation for the work and services they are providing. He noted that the Office of Educator Licensure and Effectiveness (OELE) leaders are working hard and their dedication shows in that we are providing a high level of service to the field. Certification has processed over 2,500 applications more than this time last year. He commended the high level of productivity and getting teachers their certifications and endorsements quickly. Dr. Darnall reported that OELE is also working with CCSSO on high quality instructional resources. Our EPPs have nominated individuals to participate on the advisory boards as we have had discussions about what constitutes highly qualified instructional resources. He noted that OELE has been approved for a significant amount of monies to focus on new teacher supports and induction/orientation into the field.

### **Report of the Chair**

**Appointment to the Accreditation and Audit Committee**

Faye Deters was reappointed as the education preparation provider representative and the chair for the Accreditation and Audit Committee. Chair Rudzinski thanked her for her willingness to serve.

### **Information/Discussion Items**

16 KAR 1:030. Procedures for Educator Certificate Surrender, Revocation, Suspension, Reinstatement, and Reissuance, and for Application Denial, Amendment

Ms. Chelsea Young presented amendments on 16 KAR 1:030 to the EPSB for a first reading.

Procedures Relating to Board Action on an Educator's Certification, Amendment

Ms. Chelsea Young presented amendments on Educator's Certification to the EPSB for a first reading.

### **Action Items**

16 KAR 2:040. Interdisciplinary Early Childhood Education, Birth to Primary, Amendment 2021-140

*Motion made by Ms. Susan Rieber, seconded by Dr. Amanda Ellis, to approve.*

**Vote:** *Unanimous*

16 KAR 2:050. Certificates for Teachers of Exceptional Children/Communication Disorder, Amendment 2021-141

*Motion made by Ms. Beth Spradlin, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

16 KAR 4:020. Certification Requirements for Teachers of Exceptional Children, Amendment 2021-142

*Motion made by Dr. Sherry Powers, seconded by Ms. Beth Spradlin, to approve.*

**Vote:** *Unanimous*

Georgetown College: Accreditation of the Educator Preparation Provider and Approval of Programs 2021-143

**2021-143**

*Motion made by Mr. Elijah Edwards, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

Kentucky State University: Accreditation of the Educator Preparation Provider and Approval of Programs 2021-144

**2021-144**

*Motion made by Mr. Wade Stanfield, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

Union College: Accreditation of the Educator Preparation Provider and Approval of Programs 2021-145

**2021-145**

*Motion made by Dr. Donna Hedgepath, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

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

**2021-146**

*Motion made by Dr. Sherry Powers, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

16 KAR 5:040. Request to Allow Substitute Teaching Experience to Qualify as Student Teaching Experience for the 2021-2022 School Year

**2021-147**

*Motion made by Ms. Sarah Weedman, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

Request to Approve Remote Student Teaching Observations for all Educator Preparation Programs for the 2021-2022 School Year

**2021-148**

*Motion made by Ms. Beth Spradlin, seconded by Ms. Susan Reiber, to approve.*

**Vote:** *Unanimous*

**Waivers**

16 KAR 5:040. Alternative Student Teaching Placement Request for Max Elam

**2021-149**

*Motion made by Mr. Wade Stanfield, seconded by Dr. Amanda Ellis, to approve.*

**Vote:** *Unanimous*

16 KAR 5:040. Alternative Student Teaching Placement Request for Paige Glass

**2021-150**

*Motion made by Mr. Elijah Edwards, seconded by Ms. Beth Spradlin, to approve.*

**Vote:** *Unanimous*

16 KAR 3:090. Request to Waive Admission and Certification Requirements for Principal Certification for Michelle Klein

**2021-151**

*Motion made by Dr. Donna Hedgepath, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

16 KAR 5:020. Request to Waive Required GPA for Admission to Master of Arts in Education Program for Learning and Behavior Disorders

**2021-152**

*Motion made by Dr. Donna Hedgepath, seconded by Ms. Amber Snell to approve.*

**Vote:** *Unanimous*

16 KAR 5:020. Request to Waive Five Year Test Recency Requirement for Ashley Alghatas

**2021-153**

*Motion made by Mr. Elijah Edwards, seconded by Ms. Beth Spradlin.*

**Vote:** *Unanimous*

16 KAR 5:020. Request to Waive Regional Accreditation for Degree Required for Admission to an Initial Graduate Level Program for Terrell Horton

**2021-154**

*Motion made by Ms. Beth Spradlin, seconded by Dr. Amanda Ellis to approve.*

**Vote:** *Unanimous*

16 KAR 5:020. Request to Waive Regional Accreditation for Degree Required for Admission to an Initial Graduate Level Program for Christina McCloud

**2021-155**

*Motion made by Mr. Elijah Edwards, seconded by Ms. Susan Reiber, to approve.*

**Vote:** *Unanimous*

16 KAR 5:020. Request to Waive Regional Accreditation for Degree Required for Admission to an Initial Graduate Level Program for Larry Jones

**2021-156**

*Motion made by Mr. Wade Stanfield, seconded by Ms. Sarah Weedman, to approve.*

**Vote:** *Unanimous*

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

**2021-157**

*Motion made by Dr. Amanda Ellis, seconded by Ms. Beth Spradlin, to approve.*

**Vote:** *Unanimous*

16 KAR 4:060. Request to Waive Renewal Requirements for Katie Jenkins

**2021-158**

*Motion made by Dr. Amanda Ellis, seconded by Ms. Sarah Weedman, to deny.*

**Vote:** *Unanimous*

16 KAR 8:010. Request to Allow Coursework in Education and Social Change to Count for Rank I and Rank II for Jennifer Zimmerman

**2021-159**

*Motion made by Mr. Elijah Edwards, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

### **Alternative Route to Certification Applications**

Heidi Abraham, Music, All Grades

**2021-160**

*Motion made by Dr. Amanda Ellis, seconded by Dr. Sherry Powers, to Defer.*

**Vote:** *Unanimous*

Stuart Blood, Chemistry, Grades 8-12

**2021-161**

*Motion made by Dr. Amanda Ellis, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

Gretchen Burton, Business Education, Grades 8-12

**2021-162**

*Motion made by Ms. Beth Spradlin, seconded by Mr. Wade Stanfield, to approve.*

**Vote:** *Unanimous*

Ginger Moser, American Sign Language, All Grades

**2021-163**

*Motion made by Mr. Elijah Edwards, seconded by Dr. Amanda Ellis, to approve.*

**Vote:** *Unanimous*

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

**Vote:** Unanimous

Motion made by Dr. Ellis, seconded by Mr. Stanfield, to return to open session.

**Vote:** Unanimous

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

Amanda Ellis, Donna Hedgepath, Sherry Powers, Lisa Rudzinski, Amber Snell, Beth Spradlin, Wade Stanfield, Julian Vasquez-Heilig, Sarah Weedman

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

**Initial Case Review**

**Case Number**

**Decision**

2103219	Admonish & Train
2104279	Attorney Review
2104271	Admonish & Train
2103247	Admonish & Train
2104281	Admonish & Train
2104289	Admonish & Train
2107359	Dismissed
2104283	Attorney Review
2104293	Attorney Review
2104297	Attorney Review
2103215	Attorney Review
2104301	Attorney Review
2104295	Attorney Review
210121	Attorney Review
2102163	Attorney Review
2104273	Attorney Review

210113	Attorney Review
2104307	Attorney Review
2104305	Attorney Review
2107367	Defer for Training
2107419	Defer for Training
2107417	Defer for Training
2103245	Defer for Training
2104277	Attorney Review
2104299	Defer for Training
18071043	Refer to Hearing
20101455	Refer to Hearing
20061117	Defer
20071243	Defer
20071257	Attorney Review
2001279	Admonish
200111	Admonish
19121301	Admonish
200113	Admonish & Train
200143	Admonish
2002429	Admonish & Train
2002467	Admonish
2002469	Admonish & Train
200155	Admonish
200147	Admonish
2004873	Admonish
2004959	Admonish
2002331	Attorney Review
2002365	No Further Action
2002343	No Further Action
2003731	No Further Action
19111229	Admonish
1909865	Attorney Review
1906675	Admonish
2003659	Dismiss
2004883	Dismiss
20101487	Dismiss
20101479	Dismiss
2102167	Dismiss
2102157	Dismiss
2103213	Dismiss
19121339	Dismiss
19121317	Dismiss
2003749	Dismiss
20101417	Dismiss
20121645	Dismiss
210175	Dismiss

### **Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
211025	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.
211068	Approve
211078	Approve
211096	Approve
211108	Approve
211112	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.
211038	Approve
211132	Approve
211173	Approve
211186	Approve
211201	Approve
211225	Approve
211071	Approve
211203	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.
211343	Approve
211134	Approve
211407	Approve
211387	Defer
21651	Approve
211150	Approve
211218	Deny
211221	Deny
211055	Approve
211264	Approve
211305	Approve
211342	Approve
211348	Approve
211363	Approve
211406	Approve
211399	Approve
211409	Approve
211414	Approve

### **Agreed Orders**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
<b>20101427 Pamalyn Hardin</b>	<b>Accept Agreed Order suspending Certificate number 199701877 from June 1, 2021 to August 1, 2021.</b>



**Hardin shall submit written proof to the Board that she has completed professional development training with a focus on educator ethics, as approved by the Board. Any expense required for said training shall be paid by Hardin. If Hardin fails to satisfy this condition by January 1, 2022, her certificate shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.**

**Hardin shall submit written proof to the Board that she has completed professional development training with a focus on classroom management, as approved by the Board. Any expense required for said training shall be paid by Hardin. If Hardin fails to satisfy this condition by January 1, 2022, her certificate shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.**

**Certificate Number 199701877 shall be on a five (5) year probationary period. The condition of the probation are as follows:**

- 1. Hardin shall not receive any disciplinary action related to inappropriate physical contact with a student 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 this condition shall result in an administrative suspension pending Board review and disposition.**

**Hardin 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*

20101389 Leslie Phillips

Accept Agreed Order suspending Certificate No. 201200915 from June 1, 2021 to August 1, 2021. During the suspension period, Phillips shall not work in a certified position.

On or before April 1, 2022, Phillips shall provide written proof to the Board that he has completed a course of training on the subject of Professionalism as approved by the Board. Any cost for said training shall be paid for by Phillips. Failure to provide the provide the written proof by April 1, 2022 will result in Certificate Number 201200915 being administratively suspended until such time as Phillips provides the written proof.

On or before April 1, 2022, Phillips shall provide written proof to the Board that he has completed a course of training on the subject of Educator Ethics as approved by the Board. Any cost for said training shall be paid for by Phillips. Failure to provide the provide the written proof by April 1, 2022 will result in Certificate Number 201200915 being administratively suspended until such time as Phillips provides the written proof.

Certificate Number 201200915, shall be subject to the following conditions for a period of five (5) years:

1. Phillips shall not receive any disciplinary 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 this probationary condition will result in an administrative suspension pending Board review and disposition.

Phillips 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*

20101441 Lindsay Jones

Accept Agreed Order suspending Certificate number 201127422 from September 24, 2018 through October 5, 2018.

Jones shall submit written proof to the Board that she has completed professional development training with a focus on educator ethics, as approved by the Board. Any expense required for said training shall be paid by Jones. If Jones fails to satisfy this condition by January 1, 2022, her certificate shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.

Jones shall submit written proof to the Board that she has completed professional development training with a focus on classroom management, as approved by the Board. Any expense required for said training shall be paid by Jones. If Jones fails to satisfy this condition by January 1, 2022, her certificate shall be administratively suspended until she completes the required training and provides the appropriate written proof to the Board.

Certificate Number 201127422 shall be on a five (5) year probationary period. The condition of the probation is as follows:

1. Jones 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 this condition shall result in an administrative suspension pending Board review and disposition.

Jones 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*

210125 Zaragosa Sanchez

Accept Agreed Order suspending Certificate 201154571 from June 17, 2021, to August 3, 2021, a period of 45 days. Sanchez shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period.

Sanchez has provided written proof that he has undergone a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board and has completed all treatment recommendations.

On or before May 1, 2022, Sanchez shall provide written proof to the Board that he has taken a course of professional development/training on the topic of educator ethics as approved by the Board. Any expense for this professional development/training shall be paid for by Sanchez. If Sanchez fails to provide this written proof by May 1, 2022, Certificate 201154571 shall be administratively suspended pending Board review and disposition.

At the end of the 45 day suspension period, Certificate 201154571 shall be under a three year probationary period and subject to the following conditions:

1. If Sanchez's chemical dependency counselor makes any treatment recommendations, Sanchez shall comply with the treatment recommendations. Sanchez shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Sanchez. Failure to comply with this condition will result in Sanchez's certificate being automatically suspended until Sanchez is in compliance.
2. Sanchez shall be subject to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for any illegal substance or that is in excess of therapeutic levels

generally accepted in the medical community. Sanchez shall pay any expense incurred.

3. For the three year probationary period, Sanchez 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 and upheld, if applicable, on appeal. If Sanchez 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 and, if appealed, such a charge is upheld, he shall submit this information to the Board, in writing, within thirty (30) days.

Failure to comply with any the above probationary conditions will result in Certificate 201154571 being automatically suspended pending Board review and disposition.

Sanchez 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*

17071259 Kevin Letcher

Accept Agreed Order revoking Certificate Number 200229300. For a period of nine years from the date the Board approves this Order, Letcher shall neither apply for nor be issued a teaching administrative, or emergency substitute certificate in the Commonwealth of Kentucky during the revocation period. Upon acceptance of this agreement by the Board, Letcher 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.

At the conclusion of the revocation period, in addition to any educational and assessment requirements necessary for certification at the time, Letcher shall comply with the following reissuance conditions:

Letcher shall submit written proof to the Board that he has completed twelve hours of training/professional development on the topic of educator ethics. Any cost for said training shall be paid for by Letcher. Letcher's

certificate shall not be reissued until such condition is satisfied.

Letcher shall submit written proof to the Board that he has completed twelve hours of training/professional development on the topic of student/teacher boundaries. Any cost for said training shall be paid for by Letcher. Letcher's certificate shall not be reissued until such condition is satisfied.

Letcher shall submit 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 assessment, 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, Letcher shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Letcher from treatment. Letcher shall pay any expense incurred. Failure to provide this proof prior to applying for a new certification will result in Letcher's application not being processed until such proof is provided.

Any new certificates granted to Letcher shall be under a permanent probation and subject to the following condition:

Letcher shall not receive any disciplinary action from any school district in which he is employed. If Letcher fails to satisfy this condition, any certificate 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.

Letcher 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*

2003669 Monty Frazier

Accept Agreed Order stating Frazier is not working in the education profession and has no plans on returning to the education field. He thus voluntarily, knowingly, and intelligently surrenders Certificate Number 000038738, 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*

2102159 Michael Spohn

Accept Agreed Order suspending Certificate Number 200001370 from June 7, 2021 through June 13, 2021, a period of seven days.

On or before December 1, 2021, Spohn shall submit written proof to the Board that he has successfully completed six (6) hours of professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Spohn. If Spohn fails to satisfy this condition, Certificate Number 200001370 shall be administratively suspended until such condition is satisfied.

Spohn has provided written proof to the Board that he has completed a substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor approved by the Board.

Finally, Certificate Number 200001370, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for a period of three (3) years:

1. Spohn shall submit written progress reports from his licensed or certified counselor four times a year, beginning July 30, 2021, on July 30th, October 30th, January 30th and April 30th indicating he is compliant with all treatment recommendations, until he is released from treatment. If Spohn fails to satisfy any of these conditions, Certificate Number 200001370 shall be administratively suspended until such conditions are satisfied.

2. Spohn shall submit to random drug tests, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Spohn shall pay any expense incurred. If Spohn fails to satisfy this condition, Certificate Number 200001370 shall be administratively suspended pending Board review and disposition.
3. Spohn shall receive no disciplinary action involving the use and/or possession of alcohol or drugs from any school district in which he is employed during the probationary period. If Spohn fails to satisfy this condition, Certificate Number 200001370 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.

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

**Vote: *Unanimous***

20121573 Julester Bennett

Accept Agreed Order stating Bennett is retired. Upon acceptance of this agreement by the Board, Bennett shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 200112115. If Bennett violates this agreement, Certificate Number 200112115 shall be automatically permanently revoked, and/or any application for certification shall be denied.

**Vote: *Unanimous***

210145 Jessica Stephens

Accept Agreed Order stating Stephens shall provide written proof to the Board that she has completed five (5) hours of educator ethics training, as approved by the Board by June 1, 2022. Stephens shall pay any expense incurred. If Stephens fails to satisfy this condition by June 1, 2022, Certificate Number 201223841 shall be administratively



suspended until such condition is satisfied.

Furthermore, Certificate Number 201223841 shall be subject to a two (2) year probation, subject to the following condition:

1. Stephens shall not be reported to the Board for breach of contract during the probationary period. If the Board receives a report, pursuant to KRS 161.120(2), alleging Stephens violated KRS 161.780 and a case is opened, Certificate Number 201223841 shall be administratively suspended pending board review and disposition.

Stephens 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*

19101019 Michael Cash

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

1. Cash shall provide written proof to the Board that he has completed three (3) hours of professional development training on the topic of professionalism, as approved by the Board. If Cash fails to satisfy this condition prior to returning to certified employment, Certificate Number 199603765 shall be administratively suspended until such condition is satisfied.
2. Cash shall provide written proof to the Board that he has completed three (3) hours of professional development training on the topic of educator ethics, as approved by the Board. If Cash fails to satisfy this condition prior to returning to certified employment, Certificate Number 199603765 shall be administratively suspended until such condition is satisfied.
3. Cash 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 Cash fails to satisfy this condition prior to returning to certified employment, Certificate Number 199603765 shall be administratively suspended

until such condition is satisfied.

Finally, upon returning to a certified position, Certificate Number 199603765 shall be subject to the following permanent probationary condition:

1. Cash shall receive no disciplinary action from any school district in which he is employed. If Cash fails to satisfy this condition, Certificate Number 199603765 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.

Cash 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*

2102145 Michael Rowe

Accept Agreed Order stating prior to January 1, 2022, Rowe shall provide written proof to the Board that he has completed a one-on-one coaching session with Ms. Crystal Hord, Branch Manager of the Office of Educator Licensure & Effectiveness at the Kentucky Department of Education. Ms. Hord will guide Mr. Rowe through the process of generating an expired certificate report for his staff, to ensure that all employees have the appropriate certification for their respective positions. If Rowe fails to satisfy this condition, Certificate Number 199800517 shall be administratively suspended until such condition is satisfied.

Rowe 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*

2103221 James Dees

Accept Agreed Order stating the Board reminds Dees that he, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. The Board urges Dees to

exercise better judgment going forward.

Certificate Number 2001331489 has expired. In the future, Dees shall be issued a teaching certificate in Kentucky only after completing a traditional educator preparation program or meeting the requirements for issuance of an alternative certificate under KRS 161.048. Dees shall not be eligible for an emergency teaching certificate or emergency substitute certificate until he has been issued either a statement of eligibility or a temporary provisional certificate.

Certificate Number 2001331489 is expired. Prior to applying for renewal or reissuance of Certificate Number 2001331489, Dees shall provide written proof to the Board from a licensed/certified physician, as approved by the Board, that he has complied with a comprehensive health evaluation and is physically and mentally 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. Dees shall pay any expense incurred. If Dees fails to satisfy this condition prior to applying for reissuance, renewal, or issuance of a new certificate, any such applications will be automatically denied.

Certificate Number 2001331489 is expired. Prior to applying for renewal or reissuance of Certificate Number 2001331489, Dees shall provide written proof to the Board that he has taken a course of training/professional development on the topic of sexual harassment. Any cost for said training shall be paid for by Dees. Failure to provide this proof prior to applying for reissuance, renewal, or issuance of a new certificate, any such applications will be automatically denied.

Certificate Number 2001331489 is expired. Prior to applying for renewal or reissuance of Certificate Number 2001331489, Dees shall provide written proof to the Board that he has taken a course of training/professional development on the topic of educator ethics. Any cost for said training shall be paid for by Dees. Failure to provide this proof prior to applying for reissuance, renewal, or issuance of a new certificate, any such applications will be automatically denied.

Certificate Number 2001331489 is expired. Should Dees

apply for renewal or reissuance of Certificate Number 2001331489, the certificate shall be under a permanent probation beginning on the date of renewal or reissuance and be subject to the following condition.

Dees shall not receive any disciplinary action related to sexual harassment from any school district in which he is employed. If Dees fails to satisfy this condition, Certificate Number 2001331489 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.

Dees 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*

2001129 Thomas Duffy

Accept Agreed Order stating Duffy voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 199602569, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Duffy 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*

1908789 Danyel Fields

Accept Agreed Order stating due to the financial expense that continuing this administrative proceeding would cost both parties as well as Fields providing proof that she has completed 6 hours of training on the subject of positive behavior intervention, Case No. 1908789 is dismissed without discipline.

Fields 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*

2102175 Ashley Dearinger

Accept Agreed Order admonishing Dearinger for neglect of duty. 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 misses an extraordinary number of school days, students fail to receive proper instruction. The Board reminds Dearinger that a classroom teacher should endeavor to attend each school day. The Board will not tolerate any further incidents of misconduct from Dearinger.

Dearinger is no longer employed in the teaching profession. Prior to applying for or accepting a job that requires Kentucky teacher certification, Dearinger 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. Dearinger shall pay any expense incurred. If Dearinger fails to satisfy this condition prior to applying for or accepting a job that requires Kentucky teacher certification, Certificate 201113111 will be administratively suspended until such time as she provides the required proof.

Dearinger is no longer employed in the teaching profession. Prior to applying for or accepting a job that requires Kentucky teacher certification, Dearinger shall provide written proof to the Board that she has taken a course of training/professional development on the subject of educator ethics. Any cost for said training/professional development shall be paid for by Dearinger. If Dearinger fails to satisfy this condition prior to applying for or accepting a job that requires Kentucky teacher certification, Certificate 201113111 will be administratively suspended until such time as she provides the required proof.

Dearinger is no longer employed in the teaching profession. If she should return to a job that requires Kentucky teacher certification, Certificate 201113111 shall be under a probationary period of two years and subject to the following condition.

Dearinger shall not receive any disciplinary action from any school district in which she is employed. If Dearinger fails to satisfy this condition, Certificate Number 201113111 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.

Dearinger 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 Number**

1910999 Michael McCuiston

**Decision**

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 201158065 is permanently revoked. Respondent shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. McCuiston 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*

1910983 Chris Thomas

Accept the hearing officer’s Findings of Fact. Modify the Conclusions of Law and Recommended Order to align with board decisions.

**Vote:** *Unanimous*

1906625 Ashley Gamlin

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that Respondent is no longer employed in the teaching profession, and her certification has expired. Prior to being issued or granted renewal of any Kentucky teaching license in the future, Respondent shall provide the following:

1. Respondent shall provide written proof that she has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board. Any expense for the assessment and written reports shall be paid by Respondent. Failure to provide such written proof prior to applying for certification shall result in an automatic denial of any application until Respondent provides said proof.
2. Respondent shall submit written proof to the Board that she has completed a course on educator ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent. Failure to provide such written proof prior to applying for certification shall result in an automatic denial of any application until Respondent provides said proof.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit to the Board quarterly written progress reports from her counselor, to begin three months after the initial assessment until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.
2. Respondent 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 Respondent 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 in its entirety will result in Respondent's certificate being automatically suspended pending Board review and disposition.

**Vote:** *Unanimous*

20061073 Carrie Adams

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 201129734 shall be permanently revoked. Respondent 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., Fifth Floor, Frankfort, Kentucky 40601. Respondent shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky during her lifetime.

**Vote:** *Unanimous*

Motion made by Mr. Stanfield, seconded by Dr. Ellis, to adjourn the meeting.

**Vote:** *Unanimous*

*Meeting adjourned at 1:57 p.m.*