

EPSB Mission Statement

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

**EPSB Meeting Agenda
Kentucky Department of Education
300 Sower Boulevard, 5th Floor, Frankfort, KY 40601**

Monday, October 9, 2023

EPSB Waiver Committee

8:30 AM ET – Conference Room 516

EPSB Regular Meeting Agenda

9:00 AM ET – State Board Room

Call to Order

Swearing-In of New EPSB Member

Roll Call

Open Speak

Report of the Executive Secretary

- A. Update from the Kentucky Board of Education on the Commissioner Search
- B. Report from the Council on Postsecondary Education
- C. Report of the Associate Commissioner
- D. Other Updates

Report of the Chair

Approval of Consent Items

- A. Approval of August 21, 2023, EPSB Meeting Minutes
- B. Approval for the Training Submitted by the Kentucky Education Association (Ms. BreAnna Listermann)
- C. Option 9 Application, Fulton County Schools and University of the Cumberlands (Dr. Melissa Diebel)
- D. Option 9 Application, Owen County Schools and University of the Cumberlands (Dr. Diebel)

- E. Option 9 Application, Wolfe County Schools and University of the Cumberland (Dr. Diebel)
- F. 2023-2024 Emergency Non-Certified School Personnel Program (Mr. Brandon Harrod)

Information/Discussion Items

- A. Update on Early Literacy Assessments (Dr. Diebel)
- B. Review of the Education Professional Standards Board Meeting Schedule (Ms. Cassie Trueblood)
- C. 16 KAR 4:020, Certification Requirements for Teachers of Exceptional Children, Amendment (Ms. Trueblood)

Waivers

- A. 16 KAR 2:020. Request to Waive Office of Career and Technical Education Recency Requirement for Raymond Mullins (Ms. Sharon Salsman)
- B. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Bourbon County Schools (Ms. Salsman)
- C. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Covington Independent Schools (Ms. Salsman)
- D. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Elizabethtown Independent Schools (Ms. Salsman)
- E. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Eminence Independent Schools (Ms. Salsman)
- F. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Fleming County Schools (Ms. Salsman)
- G. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Nelson County Schools (Ms. Salsman)
- H. 16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Owen County Schools (Ms. Salsman)
- I. 16 KAR 3:060. Request to Waive Renewal Requirements for Provisional Certificate for School Counselor for Shauna Paul (Ms. Salsman)
- J. 16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Tami Conrad (Ms. Salsman)
- K. 16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Hanna Porter (Ms. Salsman)
- L. 16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Garrett Whiteker (Ms. Salsman)
- M. 16 KAR 4:080. Request to Waive Out-of-State Recency Requirement for Carla Owens (Ms. Salsman)

- N. 16 KAR 4:080. Request to Waive Out-of-State Recency Requirement for Kelly Matlock (Ms. Salsman)
- O. 16 KAR 5:040. Alternative Student Teaching Placement Request for Wesley Moore (Mr. Harrod)

Alternative Route to Certification Applications

- A. Ariadne Antipa, Music, All Grades (Mr. Todd Davis)
- B. Sarah Karns, School Media Librarian, All Grades (Mr. Davis)
- C. Robert Nemes, Social Studies, Grades 8-12 (Mr. Davis)
- D. John Owen, English, Grades 8-12 (Mr. Davis)
- E. Ariana Veach, Agriculture, Grades 5-12 (Mr. Davis)

Board Comments

Closed Session Review

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

Case Decisions

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

Adjournment

Next Meeting:

December 11, 2023
300 Sower Blvd
Frankfort, KY 40601

The actions delineated below were taken in open session of the EPSB at the August 21, 2023, 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 Justin Mitchell called the meeting to order at 9:06 a.m. ET. Chair Justin Mitchell read the mission statement to the EPSB and audience.

Roll Call

The following Board members were present during the August 21, 2023, EPSB meeting: Diane Berry, Elijah Edwards, C.J. Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Jacqueline Mayfield, Corinne Murphy, Merideth Pittman, Lisa Rudzinski, Amber Snell, Vice-Chair Weedman, and Chair Justin Mitchell.

CPE: Absent

Cabinet: Absent

Consent Items

Approval of June 16, 2023, EPSB Meeting Minutes

Approval of July 21, 2023, EPSB Meeting Minutes

Board Approval for the Training Submitted by Ace Education Services

Option 9 Application, Allen County Schools and University of the Cumberland

Option 9 Application, Carlisle County Schools and University of the Cumberland

Option 9 Application, Fairview Independent Schools and University of the Cumberland

Option 9 Application, Jessamine County Schools and University of the Cumberland

Option 9 Application, Letcher County Schools and University of the Cumberland

Option 9 Application, Madison County Schools and University of the Cumberland

Option 9 Application, Owensboro Independent Schools and University of the Cumberland

Option 9 Application, Pineville Independent Schools and University of the Cumberland

Option 9 Application, Pulaski County Schools and University of the Cumberland

Option 9 Application, Shelby County Schools and University of the Cumberland

Option 9 Application, Union County Schools and University of the Cumberland

Option 9 Application, Warren County Schools and University of the Cumberland

Option 9 Application, Cumberland County Schools and Campbellsville University

Option 9 Application, Warren County Schools and Eastern Kentucky University

Option 9 Application, Franklin County Schools and Kentucky State University

Option 9 Application, Central Kentucky Educational Cooperative and Kentucky State University

2023-2024 Emergency Non-Certified School Personnel Program

2023-186

Motion made by Mr. Elijah Edwards, seconded by Ms. Amber Snell, to approve.

Vote: Unanimous

Report from the Commissioner

Byron Darnall gave an update on behalf of Commissioner Glass

Report from the Council on Postsecondary Education

Amanda Ellis sent an electronic update from the Council on Postsecondary Education.

Report from the Associate Commissioner

Byron Darnall gave an update from the Office of Educator Licensure and Effectiveness.

Information/Discussion Items

Overview of Student Teaching Requirements

Byron Darnall and Brandon Harrod gave an overview of the current statutory and regulatory requirements for student teaching as well as recent waivers impacting these requirements.

Action Items

Certification of Expiring Regulations

2023-187

Motion made by Ms. Lisa Rudzinski, seconded by Ms. Jacqueline Mayfield, to approve.

Vote: Unanimous

16 KAR 6:020. Assessment Prerequisites for Occupation-Based Career and Technical Education Certification

2023-188

Motion made by Ms. Sarah Weedman, seconded by Ms. Lisa Rudzinski, to approve.

Vote: Unanimous

Waivers

16 KAR 5:020. Request to Waive Ten Year Recency Requirement for Admission Assessment for Christy Johnson

2023-189

Motion made by Mr. C.J. Fryer, seconded by Ms. Diane Berry, to approve.

Vote: Unanimous

16 KAR 2:120. Request to Waive Emergency Substitute Certificate Requirement for Gallatin County Schools

2023-190

Motion made by Mr. Elijah Edwards, seconded by Ms. Amber Snell, to approve.

Vote: Unanimous

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

2023-191

Motion made by Ms. Lisa Rudzinski, seconded by Dr. Amy Lingo, to approve.

Vote: *Unanimous*

16 KAR 3:060. Request to Waive Renewal Requirements for Provisional Certificate for School Counselor for Zach Whitehead

2023-192

Motion made by Ms. Sarah Weedman, seconded by Ms. Jacqueline Mayfield, to approve.

Vote: *Unanimous*

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

Vote: *Unanimous*

Motion made by Ms. Amber Snell seconded by Mr. Elijah Edwards, to return to open session.

Vote: *Unanimous*

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

Diane Berry, Elijah Edwards, Amanda Ellis, Christopher John Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Justin Mitchell, Corinne Murphy, Merideth Pittman, Lisa Rudzinski, Amber Snell, and Sarah Weedman.

Attorneys present were Cody Hollan, BreAnna Listermann, Norah Softic, Cassie Trueblood, and Thomas Wall.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
2355097	DWOP
2355083	Defer for Training
2355153	Dismiss w/Prejudice
2355152	DWOP
2355167	Attorney Review
2355139	Defer for Training
2355205	Attorney Review
2355228	Attorney Review
2355090	Attorney Review
2355076	Attorney Review
2355080	Attorney Review

2355132	Attorney Review	
2355138	Attorney Review	
2355156	Attorney Review	
2355163	Attorney Review	(Mr. Edwards recused)
2355150	Attorney Review	
2355148	Attorney Review	
2355137	Attorney Review	
2355128	Attorney Review	
2355232	Attorney Review	
2355127	Attorney Review	
2355170	Attorney Review	
2355234	Attorney Review	
2355087	Attorney Review	
2355204	Attorney Review	
2355216	Attorney Review	
2355135	Attorney Review	
2355142	Admonish	
2355231	Attorney Review	
2355213	Attorney Review	
2355145	Attorney Review	
2355133	Attorney Review	
2355155	Attorney Review	
2355226	Attorney Review	
2355158	Attorney Review	
2355217	Attorney Review	
2355227	Attorney Review	
2355151	Attorney Review	
2355141	Attorney Review	
2355057	Attorney Review	
2355129	Attorney Review	
2355168	Attorney Review	
2355202	Attorney Review	
2355085	Attorney Review	
2355157	Attorney Review	
2355154	Defer for Training	
2355026	Dismiss w/Prejudice	
2354965	Attorney Review	
2355071	Attorney Review	
2355066	Defer for Training	
2355149	Attorney Review	
2355136	Attorney Review	
2355134	Defer for Training	
2355212	Attorney Review	
2355162	Attorney Review	
2355208	Attorney Review	
2355140	Attorney Review	

2355169	Attorney Review
2355146	Admonish
2355147	Admonish
2355144	Admonish
2355215	Admonish
2355161	Admonish
2355131	Dismiss w/Prejudice
2355229	Admonish
2355214	Admonish
2355201	Defer for Training
2355211	Attorney Review
2355165	Dismiss w/Prejudice
2355220	Dismiss w/Prejudice
2355219	Dismiss w/Prejudice
2355224	Defer for Training
2355240	Defer for Training
2355236	Dismiss w/Prejudice
2355241	Dismiss w/Prejudice
2355237	Defer for Training
2355238	Dismiss w/Prejudice
2355242	Defer for Training
2254534	Refer to hearing
2354889	Refer to hearing
2203251	Refer to hearing
220147	Refer to hearing
2254415	Dismiss w/Prejudice
2254364	Dismiss w/Prejudice
2254820	Dismiss w/Prejudice
2254476	Admonish
2254482	Admonish
2254522	Admonish
2254483	Admonish
2254491	Admonish
2254520	Admonish
2254630	Admonish
2254664	Admonish
2254365	Admonish
2254506	Admonish
2254500	Admonish
2254652	Admonish
2354902	Admonish
2254591	Dismiss w/Prejudice
2254393	Dismiss w/Prejudice
0912733	Dismiss w/Prejudice
2254852	Dismiss w/Prejudice
2354985	Dismiss w/Prejudice

2254488	Dismiss w/Prejudice
2254532	Dismiss w/Prejudice
2254645	Dismiss w/Prejudice
2254619	Dismiss w/Prejudice

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
2355262	Deny
2355332	Approve
2355334	Approve
2355339	Approve
2355340	Approve
2355344	Approve
2355346	Approve
2355347	Approve
2355348	Approve
2355349	Defer
2355384	Approve
2355386	Approve
2355388	Approve
2355392	Approve
2355393	Approve
2355394	Approve
2355395	Approve
2355400	Approve
2355406	Approve
2355396	Approve
2355409	Approve
2355330	Deny
2355286	Approve
2355342	Approve
2355343	Approve
2355382	Approve
2355389	Approve
2355341	Approve
2355391	Approve
2355398	Approve
2355401	Approve
2355399	Approve
2355404	Approve
2355408	Approve
2355407	Approve
2355410	Approve
2355345	Defer
2355411	Deny

Agreed Orders

Case Number

2355086 Amber Wood

Decision

Accept Agreed Order suspending certificate number 64960 February 6, 2023 to February 10, 2023. Wood shall not be employed in a certified position during this time.

Wood is reprimanded for failing to maintain a professional approach with students. Wood is expected to address students in a professional manner, which includes the content of her words and the tone of her voice. Woods is hereby warned the Board will not tolerate further unprofessional behavior.

Prior to January 1, 2024, Wood shall provide written proof to the Board that she has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Wood shall pay any expense incurred. If Wood fails to satisfy this condition, Certificate Number 64960 shall be administratively suspended until such condition is satisfied.

Prior to January 1, 2024, Wood shall provide written proof to the Board that she has completed a training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A). Wood shall pay any expense incurred. If Wood fails to satisfy this condition, Certificate Number 64960 shall be administratively suspended until such condition is satisfied.

Prior to January 1, 2024, Wood shall provide written proof to the Board that she has completed a three (3) hour training on the topic of “Anger Management” as approved by the Board. In order for the training to fulfill this requirement, the Wood shall petition the Board for pre-approval of the training by following the process outlined on the last page of the attached list under the heading “One Time Request for Training Approval” (Attachment A). Wood shall pay any expense incurred. If Wood fails to satisfy this condition, Certificate Number 64960 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 64960 shall be subject to the following condition for a period of five (5) years:

1. Wood shall not receive any disciplinary action from any school district in which she is employed. If Wood fails

to satisfy this condition, Certificate Number 64960 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.

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

Vote: *Unanimous*

20061059 Duan Wright

Accept Agreed Order suspending certificate number 200307566 beginning May 8, 2023 to July 8, 2023. Wright shall not perform certified duties during the suspension period.

By December 1, 2023, Wright shall provide written proof to the Board that he has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Any expense incurred for said training shall be paid for by Wright. Certificate Number 200307566 shall be administratively suspended until such conditions are satisfied.

By December 1, 2023, Wright shall provide written proof to the Board that he has completed a training under the heading of “Classroom Management: Addressing Challenging Behaviors” on the attached pre-approved Board training list (Attachment A). Any expense incurred for said training shall be paid for by Wright. Certificate Number 200307566 shall be administratively suspended until such conditions are satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 200307566, shall be subject to the following conditions for a period of five (5) years:

1. Wright shall not receive any disciplinary action related to inappropriate interactions with students from any school district in which he is employed. If Wright fails to satisfy this condition, Certificate Number 200307566

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.

Wright 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*
(Ms. Gunn & Ms. Weedman recused)

2254725 Katonya Parker

Accept Agreed Order suspending Certificate Number 200004165 for five (5) days beginning on September 1, 2023. During the suspension period, Parker shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to February 1, 2024, Parker shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. Exploring and Unpacking Historical Inequities and Public Education;
2. Creating a Safe and Equitable Learning Environment;
3. Cultural Sensitivity Training for Kentucky School Certified Personnel; and
4. 5 Steps to Improve Any Relationship.

Any cost for said trainings shall be paid for by Parker. Failure to submit written proof of completion prior to February 1, 2024 will result in Certificate Number 200004165 being administratively suspended until such time as Parker provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200004165, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for two (2) years:

1. During the probationary period, Parker shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process.

Failure to uphold this condition will result in Certificate 200004165 being administratively suspended pending further Board review and disposition.

Parker 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*

2354993 Matthew Walls

Accept Agreed Order suspending Certificate Number 74826 for ten (10) days beginning on August 1, 2023. During the suspension period, Walls shall not perform any duties in a certified position in the Commonwealth of Kentucky.

The Board reprimands Walls for his lack of professional judgment regarding his referencing gun violence to redirect students and gain compliance. The Board reminds Walls that as a certified educator he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students and is required to meet high ethical standards as defined by the Professional Code of Ethics for Certified Educators. The Board will not tolerate any threats of violence whatsoever nor any further incidents of misconduct from Walls.

Prior to January 15, 2024, Walls shall submit written proof to the Board that he has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. "Classroom Management Training for Kentucky School Certified Personnel";

2. “Trauma-Informed Pedagogy”; and
3. A course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Walls. Failure to submit written proof of completion prior to January 15, 2024 will result in Certificate Number 74826 being administratively suspended until such time as Walls provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 74826, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for five (5) years:

1. During the probationary period, Walls shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. “Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process.

Failure to uphold this condition will result in Certificate 74826 being administratively suspended pending further Board review and disposition.

Walls 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*

2355024 Sabrina King

Accept Agreed Order reprimanding King for permitting photos of campaign stickers endorsing a candidate for school board to be posted by the school on the school’s social media page in violation of 16 KAR 1:020, Section 1(3)(b). King is reminded that as a certified educator she is required to meet high ethical standards as defined by the Professional Code of Ethics for Certified Educators.

Prior to January 15, 2024, King shall submit written proof to the Board that she has completed the training Professional Code of Ethics for Kentucky School Certified Personnel on the attached pre-approved Board training list (Attachment A). Any cost for said training shall be paid for by King. Failure to submit written proof of completion prior to

January 15, 2024 will result in Certificate Number 200223502 being administratively suspended until such time as King provides the written proof.

King 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*

2354974 Stephanie Stopher

Accept Agreed Order suspending Certificate Number 201131586 for five (5) days beginning on October 2, 2023. During the suspension period, Stopher shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Stopher is hereby reprimanded for failure to maintain the dignity and integrity of the profession. The Board reminds Stopher she has an ethical obligation as an educator in the Commonwealth to strive for excellence, set a good example for students, and to use culturally appropriate language.

Prior to January 15, 2024, Stopher shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. Two (2) courses under the “Diversity/Cultural Sensitivity” heading; and
2. A course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Stopher. Failure to submit written proof of completion prior to January 15, 2024 will result in Certificate Number 201131586 being administratively suspended until such time as Stopher provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201131586, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for two (2) years:

1. During the probationary period, Stopher shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. “Disciplinary action” is defined as any suspension, termination, or public

reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process.

Failure to uphold this condition will result in Certificate 201131586 being administratively suspended pending further Board review and disposition.

Stopher 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*

2355089 Pamela Hyatt-Paps

Accept Agreed Order suspending Certificate Number 200002099 for one (1) year beginning on August 1, 2023. During the suspension period, Hyatt-Paps shall not apply for nor accept any certified positions in the Commonwealth of Kentucky and Hyatt-Paps shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to reinstatement, Hyatt-Paps shall submit 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. Hyatt-Paps shall pay any expense incurred. If Hyatt-Paps fails to satisfy this condition prior to applying for reissuance, renewal, or issuance of a new certificate, any such applications will be automatically denied.

Prior to reinstatement, Hyatt-Paps shall submit written proof to the Board from a licensed/certified psychologist or psychiatrist, as approved by the Board, that she has complied with a comprehensive mental health evaluation and is 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. Hyatt-Paps shall pay any expense incurred. If Hyatt-Paps fails to satisfy this condition prior to applying for reissuance, renewal, or issuance of a new certificate, any such applications will be automatically denied.

Upon reinstatement or reissuance, Certificate Number 200002099, and any future endorsements or new areas of certification, shall be subject to the following permanent probationary conditions:

1. During the probationary period, Hyatt-Paps shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. “Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Failure to uphold this condition will result in Certificate 200002099 being administratively suspended pending further Board review and disposition.
2. Any time Hyatt-Paps is employed in a certified position, Hyatt-Paps 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 himself or others, and is compliant with all treatment recommendations on or before August 1st of the school year in which she is employed until the licensed/certified physician releases Hyatt-Paps from treatment. Hyatt-Paps shall pay any expense incurred. If Hyatt-Paps fails to satisfy this condition, Certificate Number 200102487 shall be administratively suspended pending Board review and disposition.
3. Any time Hyatt-Paps is employed in a certified position, Hyatt-Paps shall provide written proof to the Board from a licensed/certified psychologist/psychiatrist, as approved by the Board, that she has complied with a comprehensive mental health evaluation and is mentally fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations on or before August 1st of the school year in which she is employed until the licensed/certified psychologist/psychiatrist releases Hyatt-Paps from treatment. Hyatt-Paps shall pay any expense incurred. If Hyatt-Paps fails to satisfy this condition, Certificate

Number 200102487 shall be administratively suspended pending Board review and disposition.

Hyatt-Paps 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*

2355082 Andrew Zaheri

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 66866 is permanently revoked. Zaheri shall neither apply for, nor be issued, a teaching, administrative and/or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

2354988 Michael Keen

Accept Agreed Order suspending Certificate Number 201158719 for thirty (30) days beginning on June 1, 2023. During the suspension period, Keen shall not apply for nor accept any certified positions in the Commonwealth of Kentucky.

Prior to January 1, 2024, Keen shall submit written proof to the Board that he has completed a course under the “Educator Ethics” heading on the attached pre-approved Board training list (Attachment A). Any cost for said training shall be paid for by Keen. Failure to submit written proof of completion prior to January 1, 2024 will result in Certificate Number 201158719 being administratively suspended until such time as Keen provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201158719, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for two (2) years:

1. During the probationary period, Keen shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. “Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process.

Failure to uphold this condition will result in Certificate 201158719 being administratively suspended pending further Board review and disposition.

Keen 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*

2354968 Michael Chambliss

Accept Agreed Order stating upon acceptable of this agreement by the Board, Certificate number 201183103 shall be suspended for a period of one (1) year.

Prior to reinstatement of Certificate number 201183103, Chambliss shall provide written proof to the Board that he has complied with a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. The assessment shall be completed within the thirty (30) days prior to his application for reissuance. Chambliss shall pay any expense incurred. Certificate Number 201183103 shall not be reinstated until such conditions are satisfied.

Prior to reinstatement of Certificate number 201183103, Chambliss shall provide proof to the Board that he has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Chambliss shall pay any expense incurred. Certificate Number 201183103 shall not be reinstated until such conditions are satisfied.

Upon reinstatement, Certificate number 201183103, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. If the substance abuse assessment results in recommendations, Chambliss shall submit written progress reports from the licensed or certified counselor on January 1st and July 1st of every year of the probation, indicating he is compliant with all treatment recommendations, until he is released from treatment. If Chambliss fails to satisfy any of these conditions, any

and all certificates issued to him shall be administratively suspended until such conditions are satisfied.

2. Chambliss shall have no further criminal convictions involving the use and/or possession of alcohol/controlled substance. If Chambliss is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol/controlled substance, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. Chambliss shall not receive any disciplinary action from any school district in which he is employed. If Chambliss 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.

Chambliss 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*

2354973 Patrick Tumlin

Accept Agreed Order permanently revoking Certificate Number 201200873. Tumlin agrees to not apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Tumlin 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*

2354901 Ashleigh McCandless

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201203090 shall be revoked for a period of five (5) years. McCandless shall immediately surrender the original and all copies of her certificate, by personal delivery or first-class mail, to the

Education Professional Standards Board, 300 Sower Blvd.,
5th Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements necessary for certification at the time, McCandless shall comply with the following conditions prior to reissuance of Certificate Number 201203090:

1. McCandless shall submit written proof to the Board that she has complied with a comprehensive substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. The assessment shall be completed within the three months prior to her application for reissuance. McCandless shall pay any expense incurred. Certificate Number 201203090 shall not be reissued until such condition is satisfied.
2. McCandless shall submit written proof to the Board from a Kentucky licensed/certified physician, as approved by the Board, that she has undergone a comprehensive fit for duty evaluation and that she is fit to return to the classroom, presents as capable of performing her duties as a teacher, and is not a danger to herself or others. The fit for duty shall be completed within the three months prior to her application for reissuance. McCandless shall pay any expense incurred. Certificate Number 201203090 shall not be reissued until such condition is satisfied.
3. McCandless shall provide written proof to the Board that she has completed a training under the heading of "Appropriate Boundaries" on the attached pre-approved Board training list (Attachment A). McCandless shall pay any expense incurred. Certificate Number 201203090 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 201203090 and any new endorsements or new areas of certification shall be subject to the following probationary conditions for a period of five (5) years:

1. If the substance abuse assessment results in recommendations, McCandless shall submit written progress reports from the licensed or certified counselor on January 1st and July 1st of every year of the probation, indicating she is compliant with all treatment recommendations, until she is released from treatment. If McCandless fails to satisfy any of these conditions, Certificate Number 201203090 shall be administratively suspended until such conditions are satisfied.
2. McCandless shall not receive any disciplinary action from any school district in which she is employed. If McCandless fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

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

McCandless 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*

2254416 Elizabeth Jackson

Accept Agreed Order stating upon acceptable of this agreement by the Board, Certificate 200000830 is suspended from August 31, 2022 to August 30, 2024, for a period of two (2) years.

Prior to reinstatement of Certificate Number 200000830:

1. Jackson shall provide written proof to the Board that she has completed a training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A). Jackson shall pay any expense incurred. Certificate Number 200000830 shall not be reinstated until such condition is satisfied.
2. Jackson shall provide written proof to the Board that she has completed a six (6) hour training on the topic of “Student Supervision” as approved by the Board. In order for the training to fulfill this requirement, Jackson shall petition the Board for pre-approval of the training

by following the process outlined on page 7 of the attached list under the heading “One Time Request for Training Approval” (Attachment A). Jackson shall pay any expense incurred. Certificate Number 200000830 shall not be reinstated until such condition is satisfied.

3. Jackson shall provide written proof to the Board from a Kentucky licensed/certified physician, as approved by the Board, that she has undergone a comprehensive fit for duty evaluation and that she is fit to return to the classroom, presents as capable of performing her duties as a teacher, and is not a danger to herself or others. The fit for duty evaluation shall occur within the sixty (60) days prior to Jackson’s submission of the evaluation to the Board. Jackson shall pay any expense incurred. Certificate Number 200000830 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200000830 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of five (5) years:

1. Jackson shall receive no disciplinary action from any school district in which she is employed. If Jackson fails to satisfy this condition, Certificate Number 200000830 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.

Jackson 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*

2355061 Amber Stewart

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201120863 is suspended from July 1, 2023 to July 30, 2023, a period of thirty (30) days.

Prior to January 1, 2024, Stewart shall provide written proof to the Board that she has completed six (6) hours of training on the topic of “Student Supervision” as approved by the Board. In order for the training to fulfill this requirement, Stewart shall petition the Board for pre-approval of the training by following the process outlined on page 7 of the attached list under the heading “One Time Request for Training Approval” (Attachment A). Stewart shall pay any expense incurred. If Stewart fails to satisfy this condition, Certificate Number 201120863 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201120863 shall be subject to the following probationary condition for a period of two (2) years:

1. Stewart shall receive no disciplinary action from any school district in which she is employed. If Stewart fails to satisfy this condition, Certificate Number 201120863 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.

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

Vote: *Unanimous*

CF 2254880 Paul Potemra

Accept Agreed Order stating upon acceptance of this agreement by the Board, Potemra shall be issued the emergency substitute teaching certificate he applied for in December 2022, subject to the following conditions:

1. Within sixty (60) days of the issuance of the emergency substitute certificate, Potemra shall submit written proof to the Board that he has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A) . Potemra shall pay any expense incurred. If Potemra fails to satisfy this condition, any and all certificates issued to him shall

be administratively suspended until such condition is satisfied.

Finally, any and all certificates issued to Potemra shall be subject to the following permanent condition:

1. Potemra shall not receive any disciplinary action from any school district in which he is employed. If Potemra 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.

Vote: *Unanimous*

CF 2355111 Brittany Gardner Accept Agreed Order stating upon acceptance of this agreement by the Board, Gardner shall be issued the Probationary English as a Second Language Endorsement she applied for on April 21, 2023, subject to the following conditions:

1. Within sixty (60) days of the issuance of the certificate, Gardner shall submit written proof to the Board that she has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Gardner shall pay any expense incurred. If Gardner fails to satisfy this condition, Certificate Number 201203666 shall be administratively suspended until such condition is satisfied.

Vote: *Unanimous*

2254433 Cheryl Tipton Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199605012 is hereby voluntarily surrendered. Tipton shall immediately surrender the original and all copies of her certificate to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601. Tipton shall neither apply for nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky for the remainder of her lifetime.

2204323 Ritchie Spann

Vote: *Unanimous*

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200232752 shall be suspended from July 1st, 2023 to January 1st, 2024. During the suspension period, Spann shall not work in a certified capacity.
- b. Spann is not currently employed in a certified position, but holds a certificate currently set to expire on June 30th, 2025. Spann shall notify the Board in writing of his intent to return to certified employment, at least ten (10) days prior to returning to a certified position. If Respondent fails to satisfy this condition, Certificate Number 200232752 shall be administratively suspended pending further Board review and disposition.
- c. Prior to accepting a certified position or working in a certified capacity, Spann shall submit written proof to the Board that s/he has completed the following trainings:
 - 1) The specific training “Cultural Competency and Responsive Teaching” on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading of “Appropriate Student-Teacher Boundaries” on the attached pre-approved Board training list (Attachment A).
 - 3) The specific Micro-Credential training “Building a Positive Classroom Community with Affective Language” on the attached pre-approved Board training list (Attachment A).
 - 4) Three (3) hours on preventing sexual harassment and abuse of students by education personnel, as approved by the Board. In order for the training to fulfill this requirement, Spann shall petition the Board for pre-approval of the training by following the process outlined on page 6 of the attached list under the heading “One Time Request for Training Approval” (Attachment A).
- d. After reinstatement, Certificate Number 200232752 shall be subject to the following conditions for a period of two (2) years:

- e. Spann shall not receive any disciplinary action related to inappropriate interactions with students from any school district in the Commonwealth of Kentucky.

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

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

- f. Spann 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*

2254388 Elizabeth Ramsey

Accept Agreed Order stating:

- a. Ramsey is hereby reprimanded for exercising poor professional judgement. The Board reminds Ramsey that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board will not tolerate any further incidents of misconduct from Ramsey.
- b. Certificate Number 200103470 shall be suspended for two (2) years from the date of September 14th, 2022 to the date of September 13th, 2024. During the suspension period, Ramsey shall not work in a certified capacity.
- c. Ramsey shall comply with the following conditions prior to reinstatement of Certificate Number 200103470:
 - 1) Ramsey shall submit written proof to the Board that s/he has completed the following trainings:

- a) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
- b) Any training under the heading of “Appropriate Student-Teacher Boundaries” on the attached pre-approved Board training list (Attachment A).
- c) Three (3) hours on preventing sexual harassment and abuse of students by education personnel, as approved by the Board. In order for the training to fulfill this requirement, Ramsey shall petition the Board for pre-approval of the training by following the process outlined on page 6 of the attached list under the heading “One Time Request for Training Approval” (Attachment A).

Any cost for said trainings shall be paid for by Ramsey. Failure to submit written proof of completion on or before reinstatement will result in Certificate Number 200103470 being administratively suspended until such time as Ramsey provides the written proof.

- d. Upon reinstatement, Certificate Number 200103470 shall be subject to the following conditions for a period of three (3) years:
 - 1) During the probationary period, Ramsey shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

Failure to comply with any of the above conditions will result in Certificate Number 200103470 being

administratively suspended pending further Board review and disposition.

- e. Ramsey 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*

2254862 Brett Pierce

Accept Agreed Order permanently revoking Certificate Number 201222493. Pierce shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Pierce 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*

2355068 Jonathan Dean

Accept Agreed Order permanently revoking certificate number 201203211. Dean agrees to not apply for, nor be issued, a teaching, emergency, or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Dean 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*

2355095 Catherine Stallings

Accept Agreed Order stating Stallings voluntarily, knowingly, and intelligently surrenders Certificate Number 201229865. Upon Board approval, Stallings shall not be permitted to apply for any emergency, teaching, or administrative certification for a period of five (5) years. Stallings shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous (Ms. Murphy recused)*

CF 2355252 Robin Morton

Accept Agreed Order stating upon acceptance of this agreement by the Board, Morton shall be issued the

Emergency Substitute Certificate she applied for on June 13, 2023, subject to the following conditions:

1. Within sixty (60) days of the issuance of the certificate, Morton shall submit written proof to the Board that she has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Morton shall pay any expense incurred. If Morton fails to satisfy this condition, Certificate Number 201295041 shall be administratively suspended until such condition is satisfied.
2. Certificate number 201295041, and any future endorsements or new areas of certification, shall be subject to the following permanent probationary conditions:

Morton shall not receive any criminal convictions during the life of her certificate. If Morton fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

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

Should Morton be convicted or enter a plea of guilty, an Alford plea, or a plea of nolo contendere, she shall report it within ten (10) days, in writing, to the Education Professional Standards Board. Failure to uphold this condition shall result in permanent revocation of certificate number 201295041.

Morton 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*

2355059 Megan Hensley

Accept Agreed Order reprimanding Hensley for failing to use appropriate means of discipline and discourse with a student. The Board reminds Hensley that she has a duty to take reasonable measures to protect the health, safety, and

emotional well-being of students. By inappropriately redirecting a student in front of his peers, Hensley unnecessarily subjected that student to public embarrassment. The Board reminds Hensley that she has an ethical obligation as an educator in the Commonwealth to strive for excellence and to set a good example for students. The Board will not tolerate any further incidents of misconduct by Hensley.

Prior to January 15, 2024, Hensley shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. "Trauma Informed Classroom Management"; and
2. "Understanding Educator Ethics."

Any cost for said trainings shall be paid for by Hensley. Failure to submit written proof of completion prior to January 15, 2024 will result in Certificate Number 201115725 being administratively suspended until such time as Hensley provides the written proof.

Vote: *Unanimous*

2354911 Vicky Coffee

Accept Agreed Order retroactively suspending Certificate Number 201220452 for sixty (60) days beginning on June 2, 2023.

Prior to April 1, 2024, Coffee shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. "Appropriate Student Teacher Boundaries";
2. "Appropriate Use of Social Media";
3. "Classroom Management Training for Kentucky School Certified Personnel";
4. "Transformative Classroom Management"; and
5. "Setting and Maintaining Ethical Boundaries."

Any cost for said trainings shall be paid for by Coffee. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201220452 being administratively suspended until such time as Coffee provides the written proof.

Upon acceptance of the Agreement by the Board, Certificate Number 201220452, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for five (5) years:

1. During the probationary period, Coffee shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Failure to uphold this condition will result in Certificate 201220452 being administratively suspended pending further Board review and disposition.

Coffee 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*

2355081 Samantha Lucas

Accept Agreed Order reprimanding Lucas for embarrassing and disparaging a student in front of the student's peers. The Board reminds Lucas that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When Lucas inappropriately commented on a student's appearance in front of her peers, Lucas unnecessarily subjected the student to public embarrassment. The Board reminds Lucas that she has an ethical obligation as an educator in the Commonwealth to strive for excellence and to set a good example for students. The Board will not tolerate any further incidents of misconduct by Lucas.

Prior to April 1, 2024, Lucas shall submit written proof to the Board that she has completed a training under the "Educator Ethics" heading on the attached pre-approved Board training list (Attachment A). Any cost for said training shall be paid for by Lucas. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201221603 being administratively suspended until such time as Lucas provides the written proof.

Lucas 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*

2354979 Cara Johnson

Accept Agreed Order retroactively suspending Certificate Number 201088143 for ten (10) days beginning on July 1, 2023.

Prior to January 15, 2024, Johnson shall submit written proof to the Board that she has completed trainings regarding the following topics as approved by the Board:

- a. Two (2) courses on educator ethics; and
- b. One (1) course on classroom management.

In order for the training to fulfill this requirement, Johnson may select a training from the attached pre-approved Board training list (Attachment A), or she may petition the Board for pre-approval of a training by following the process outlined on page 7 of the attached list under the heading "One Time Request for Training Approval." Any cost for said trainings shall be paid for by Johnson. Failure to submit written proof of completion prior to January 15, 2024 will result in Certificate Number 201088143 being administratively suspended until such time as Johnson provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201088143, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for two (2) years:

1. During the probationary period, Johnson shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Failure to uphold this condition will result in Certificate 201088143 being administratively suspended pending further Board review and disposition.

Johnson 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*

2354984 Cynthia Jaynes

Accept Agreed Order suspending Certificate Number 199800529 for sixty (60) days beginning on June 3, 2023. During the suspension period, Jaynes shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Jaynes provided written proof that she has completed two (2) training courses on appropriate behavior interventions, a course on social emotional learning, and a course on trauma informed care strategies. Prior to January 15, 2024, Jaynes shall submit written proof to the Board that she has completed two (2) courses under the “Educator Ethics” heading on the attached pre-approved Board training list (Attachment A). Any cost for said courses shall be paid for by Jaynes. If Jaynes fails to satisfy any portion of this condition, Certificate Number 199800529 shall be administratively suspended until such time as Jaynes provides the written proof.

Upon reinstatement, Certificate Number 199800529, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for three (3) years:

1. During the probationary period, Jaynes shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. “Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. Failure to uphold this condition will result in Certificate 199800529 being administratively suspended pending further Board review and disposition.

Jaynes 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*

2355063 Jonathan Crowder

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199903742 is retroactively suspended on October 17, 2022, a period of one (1) day.

Prior to November 1, 2023, Crowder shall provide written proof to the Board from a Kentucky licensed/certified physician, as approved by the Board, that he has undergone a comprehensive fit for duty evaluation and that he is fit to return to the classroom, presents as capable of performing his duties as a teacher, and is not a danger to himself or others. The fit for duty evaluation shall occur within the sixty (60) days prior to Crowder's submission of the evaluation to the Board. Crowder shall pay any expense incurred. If Crowder fails to satisfy this condition, Certificate Number 199903742 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 199903742 shall be subject to the following condition for a period of two (2) years:

1. Crowder shall not receive any disciplinary action from any school district in which he is employed. If Crowder fails to satisfy this condition, Certificate Number 199903742 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.

Crowder 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*

2204397 Sarah Parsons

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

1. Parsons shall notify the Board in writing of her intent to return to certified employment, at least ten (10) days

prior to returning to a certified position. If Respondent fails to satisfy this condition, Certificate Number 000038716 shall be administratively suspended for ten (10) days.

2. Parsons shall provide written proof to the Board that she has completed three (3) hours of training on the Administration Code from the Kentucky Department of Education or from a provider on the attached pre-approved training list (Attachment A). If Parsons fails to satisfy this condition prior to returning to certified employment, Certificate Number 000038716 shall be administratively suspended until such condition is satisfied.

Parsons 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*

2204327 Shayla Branch

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200701861 is suspended from March 7th, 2022 through May 7th, 2022. During the suspension period, Branch shall not have worked in a certified capacity.
- b. The Board hereby reprimands Branch for her conduct. Being under the influence of intoxicating substances while teaching not only sets a bad example for students, but also presents a safety risk should a certified individual need to respond to an emergency situation. Furthermore, a B.A.C. in excess of 0.200 would correlate with a significant impairment of motor skills, inhibitions, and appropriate judgment that could put at risk the teacher's personal safety and welfare of students under her supervision. Significant impairment in the classroom is not only a serious instance of Conduct Unbecoming a Teacher, but it also amounts to Neglect of Duty because a person impaired to that extent cannot properly perform her job functions. The Board will tolerate no further misconduct from Branch.

- c. Prior to December 16th, 2023, Branch shall submit written proof to the Board that s/he has completed any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Any cost for said trainings shall be paid for by Branch. If Branch fails to satisfy any portion of this condition, Certificate Number 200701861 shall be administratively suspended until such condition is satisfied.
- d. Prior to December 16th, 2023, Branch shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and is compliant with any treatment recommendations. The assessment shall occur within the thirty (30) days prior to Respondent’s submission of the assessment to the Board. Branch shall pay any expense incurred. If Branch fails to satisfy any portion of this condition, Certificate Number 200701861 shall be administratively suspended until such condition is satisfied.
- e. Certificate Number 200701861 shall be subject to the following probationary conditions for a period of three (3) years:
 - 1) Branch shall have no criminal convictions, in any jurisdiction, involving the use and/or possession of alcohol or any controlled substance. If Branch is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol or any controlled substance, she shall submit this information to the Board, in writing, within thirty (30) days. If Branch fails to satisfy this condition, Certificate Number 200701861 shall be administratively suspended pending Board review and disposition.
 - 2) Branch shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Failure to abide by any probationary condition will result in an administrative suspension of Certificate Number 200701861 pending Board review and disposition.

- f. Branch is aware that should s/he violate KRS 161.120 at any time, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF 2254688 Sarah Riggle

Accept Agreed Order stating upon acceptance of this agreement by the Board, the June 16th, 2023 denial of Riggle's application is withdrawn because the reason for denial is now moot. Riggle is eligible to apply for certification and is eligible for an Emergency Substitute certification upon Board approval.

Vote: *Unanimous*

2354972 William Lindsey

Accept Agreed Order permanently revoking Certificate Number 201180143. Lindsey shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Lindsey 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*

2254602 Hannah Durham

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201173930 shall be suspended from July 1st, 2023 to December 28th, 2023. During the period of suspension, Durham shall not work in any certified capacity.
- b. Durham is reprimanded for her lack of professional judgment in interactions with students. Hiring students

to perform work for an educator outside of the school is inappropriate no matter the intent. It is also inappropriate to encourage a child to lie to district personnel for personal gain. As an education professional, it is Durham's responsibility to set and maintain appropriate boundaries with all students. Durham must be ever vigilant to treat all students with fairness and equity, being careful never to single out a particular student for special treatment and/or friendship. The Board warns Durham to exercise better discretion in the future and will tolerate no further misconduct by Durham.

- c. On or before December 28th, 2023, Durham shall submit written proof to the Board that s/he has completed the following trainings:
 - 1) Any training under the heading of "Educator Ethics" on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading "Appropriate Boundaries" on the attached pre-approved Board training list (Attachment A).
 - 3) The specific training "Appropriate Use of Social Media" on the attached pre-approved Board training list (Attachment A).
 - 4) The specific training "Honesty at Work" on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Durham. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201173930 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 201173930 shall be subject to the following conditions for a period of five (5) years:
 - 1) Durham shall have no further disciplinary action from any school district in the Commonwealth of Kentucky. If Durham fails to satisfy this condition, Certificate Number 201173930 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.

- e. Durham is aware that should s/he violate KRS 161.120 at any time, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

220273 Kimberly Holloway

Accept Agreed Order stating:

- a. Holloway is hereby reprimanded for her misconduct. The Board warns Holloway to exercise better discretion in the future and will tolerate no further misconduct by Holloway.
- b. On or before December 1st, 2023, Holloway shall submit written proof to the Board that s/he has completed the following trainings:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) the specific course “Confidentiality Training for Kentucky School Certified Personnel” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Holloway. If Holloway fails to satisfy any portion of this condition, Certificate Number 200218535 shall be administratively suspended until such condition is satisfied.

- c. Certificate Number 200218535 shall be subject to the following conditions for a probationary period of two (2) years from the date of this Order:
 - 1) Holloway shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

requested, by either a tribunal and/or arbitration process including any appeal therefrom.

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

- d. Holloway is aware that should s/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*

2254389 Sydni Gordon

Accept Agreed Order stating:

- a. Gordon is hereby reprimanded for using unprofessional and disrespectful communication when dealing with colleagues and a student. The Board warns Gordon to exercise better discretion in the future and will tolerate no further misconduct by Gordon.
- b. On or before January 2nd, 2024, Gordon shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).
 - 3) The specific training “Classroom Management for Positive Behaviors” on the attached pre-approved Board training list (Attachment A).
- c. Any cost for said trainings shall be paid for by Gordon. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201200465 being administratively suspended until such time as the Board receives the written proof of completion.
- d. Certificate Number 201200465 shall be subject to the following conditions for a period of two (2) years:

- 1) Gordon shall have no further disciplinary action from any school district in the Commonwealth of Kentucky.

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

If Gordon fails to satisfy this condition, Certificate Number 201200465 shall be administratively suspended pending Board review and disposition.

- e. Gordon is aware that should s/he violate KRS 161.120 at any time, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

2254430 Derek Mills

Accept Agreed Order revoking Certificate Number 201187361 for five (5) years beginning on August 21, 2023 and ending on August 21, 2028.

In addition to any educational and assessment requirements necessary for certification at the time, Mills shall comply with the following conditions prior to reissuance of Certificate Number 201187361:

Prior to reissuance, Mills shall submit written proof to the Board that he has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. “Educator Ethics & the Law”;
2. “Professional Code of Ethics for Kentucky School Certified Personnel”;
3. “Anger Management: What It Is and How to Address It”.
4. “Child Abuse Prevention”;
5. “Addressing Challenging Behaviors”; and

6. "Trauma-Informed Pedagogy."

Any cost for said trainings shall be paid for by Mills. If Mills fails to satisfy any portion of this condition, Certificate Number 201187361 shall not be reissued until such condition is satisfied.

Mills shall provide written proof to the Board from a Kentucky licensed/certified psychologist or psychiatrist, that he has complied with a comprehensive anger management assessment and is compliant with all treatment recommendations. The anger management comprehensive evaluation shall be dated within sixty (60) days of Mills's application for certification. Mills shall pay any expense incurred. If Mills fails to provide written proof of a completed comprehensive evaluation, Certificate Number 201187361 shall not be reissued.

Upon reissuance, Certificate Number 201187361, including any and all endorsements, is hereby subject to the following permanent probationary conditions:

1. Beginning June 1st of each year Mills holds a valid certification, Mills shall provide written proof to the Board that he is compliant with any assessment recommendations from his psychologist or psychiatrist from above. Mills shall maintain consistent care until released, if Mills changes his psychologist, or psychiatrist prior to release, he shall submit a new comprehensive anger management assessment and shall comply with any new recommendations. Mills shall pay any expense incurred. If Mills fails to satisfy any part of this condition, Certificate Number 201187361 shall be administratively suspended pending review and disposition by the Board.
2. At the Board's request, Mills shall sign a release of information with the evaluating psychologist or psychiatrist referenced above, allowing the Board to review his evaluation and treatment records. If Mills fails to satisfy this condition, Certificate Number 201187361 shall be administratively suspended pending review and disposition by the Board.
3. During the probationary period, Mills shall not receive any disciplinary action from any school district in the

Commonwealth of Kentucky. “Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Mills fails to satisfy this condition, Certificate Number 201187361 shall be administratively suspended pending review and disposition by the Board.

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

Vote: *Unanimous (Ms. Weedman recused)*

Recommended Order

Case Name

2111933 Michelle O’Bryan

Decision

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 201208502 is suspended for a period of two (2) years from the date of this Order. During the period of suspension, O’Bryan shall not apply for nor accept a certified position.

O’Bryan is reprimanded for being under the influence of alcohol during the workday, in the presence of students. The use of intoxicating substances during the workday not only sets a bad example for students and/ or colleagues, but also presents a safety risk should a certified individual need to respond to an emergency situation. The Board will tolerate no further misconduct from O’Bryan.

Prior to reissuance, O’Bryan shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, within the past 30 days, and is compliant with any treatment recommendations. O’Bryan shall pay any expense incurred. If O’Bryan fails to satisfy any portion of this condition, Certificate Number 201208502 shall not be reissued until such condition is satisfied.

Prior to reissuance, O’Bryan shall provide written proof to the Board that she has undergone a “fit for duty” assessment by a qualified physician, therapist, or other qualified provider within the past 30 days and that she is mentally and physically fit to perform her duties as assigned. O’Bryan

shall pay any expense incurred. If O'Bryan fails to satisfy this condition, Certificate Number 201208502 shall not be reissued until such condition is satisfied.

Prior to reissuance, O'Bryan shall submit written proof to the Board that she has completed the following Board-approved professional development trainings or courses:

1. Three (3) hours on Educator Ethics.

Any cost for said trainings shall be paid for by O'Bryan. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201208502 not being reissued until such time as the Board receives the written proof of completion.

Upon reissuance, Certificate Number 201208502 shall be subject to the following conditions for a period of five (5) years:

1. If the comprehensive alcohol/substance abuse assessment recommends ongoing treatment, O'Bryan shall provide biannual written progress reports from a consistent counselor by July 1st and January 1st of each year from her counselor until she is released from treatment. O'Bryan shall pay any expense incurred. If O'Bryan fails to satisfy any portion of this condition, Certificate Number 201208502 shall be administratively suspended until such condition is satisfied.
2. O'Bryan shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

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

O'Bryan is hereby warned that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

22011 Zachary Stanforth

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that the Hearing Officer therefore Recommends that the Petitioner, the KENTUCKY EDUCATION PROFESSIONAL STANDARDS BOARD, be granted a Default Judgment herein against the Respondent. ZACHARY STANFORTH, granting all relief sought in its Notice of Administrative Hearing and Statement of Charges, filed herein December 15, 2022.

Vote: *Unanimous*

Motion to Reconsider

Case Number

1405291 Tonya Barnard

Decision

Deny the Motion to Reconsider for failure to state exceptional circumstances that would justify the modification of the original Agreed Order.

Vote: *Unanimous*

(Mr. Edwards & Ms. Pittman recused)

Motion made by Dr. Amanda Ellis seconded by Ms. Amber Snell, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 1:30 p.m.

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Consent Item:

Approval for the Training Submitted by the Kentucky Education Association

Staff Recommendation:

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

Rationale:

Staff has reviewed the trainings and found that the courses will address the needs of educators referred for communication training. Specifically, cases involving inappropriate, non-sexual comments to students, interpersonal disagreements, or a need for improved non-verbal communication skills. Educators will participate in a self-paced study of the listed topics with intermittent quizzes to ensure comprehension. The current cost would be \$25- \$40 per 1-hour course.

Action Question:

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

Applicable Regulation:

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

History/Background:

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

Summary: The Kentucky Education Association has submitted nine online courses for EPSB approval. The courses are one-hour per module, and include:

Communication Overview

This is the foundation for learning how to improve both your receptive and expressive communication. The average person puts about 95% of their effort into sharing and about 5% into listening. If we change this ratio and improve the quality of our delivering and receiving messages, we will shift from discussion and debate to meaningful dialogue.

Expressive Communication Part I

Expressive communication is where we put the majority of our effort but often times make the greatest range of errors. We tend to share messages in ways that don't penetrate or yield

maximum impact, leaving us feeling frustrated. Through this learning experience, we will improve the way we deliver messages, transmit data, and enhance the receptivity of our partner.

Expressive Communication Part II

Expressive communication is where we put the majority of our effort but often times make the greatest range of errors. We tend to share messages in ways that don't penetrate or yield maximum impact, leaving us feeling frustrated. Learn three different strategies on how to alter the content and process of our delivery to produce better results in our relatedness.

How to Provide Support

Support comes in many ways, but often times we miss the mark with what a person needs. If you are somebody who doesn't feel well supported by others or doesn't know how to be impactful in support of others, this learning is for you. Go beyond sympathy and advice, to something deeper and more meaningful, where others will give and receive from you with greater appreciation.

Improving Arguments Part I

Couples have a difficult time navigating differences, sometimes turning them into power struggles. When those power struggles begin to threaten our basic needs being met, the potential for arguing grows. While constructive arguing can be helpful for blowing off steam, frequent and intense fighting can erode the fabric of a relationship. Take this series to learn how to turn arguing into closeness.

Improving Arguments Part II

This course teaches you how to stay in contact while differing. This is perhaps the second most difficult task for a human being behind sustaining intimacy over a long period of time. Several key skills will be taught to reduce the frequency and intensity of arguments. Take this online learning by yourself or with your partner to help you work better together.

Improving Arguments Part III

When arguments occur or have occurred, there are certain parameters which help the couple become more efficient and effective. Learn common mistakes couples make and learn a useful formula for resolving conflicts peacefully. With this series you now have the tools to make changes in your relationship if you maintain your effort and awareness. It's only when we become complacent that old patterns reemerge.

Receptive Communication Part I

How we receive or take in information is the less common task we pay attention to in communication. How we listen to, hear, understand, and communicate understanding is more involved than most recognize. Whether we disregard, minimize, fail to reflect, or interrupt, we are lessening the likelihood of helping the other feel understood, which reduces the chances we in turn will feel heard as well.

Receptive Communication Part II

How we receive or take information is the least common task we pay attention to in communication. How we listen to, hear, understand, and communicate your understanding is more involved than most recognize. Consider the six most unhelpful ways we take in our partner and begin to formulate a plan on how you will make changes to support enhanced dialogue.

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

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Consent Item:

Option 9 Application, Fulton County Schools and University of the Cumberland

Staff Recommendation:

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

Rationale:

Fulton County Schools and University of the Cumberland have submitted an Option 9 application that meets the requirements of KRS 161.048 and 16 KAR 9:110. University of the Cumberland holds accreditation from the Council for the Accreditation of Educator Preparation and their educator preparation programs have been approved by the EPSB.

Applicable Statute or Regulation:

KRS 161.028, KRS 161.048, 16 KAR 9:110

History/Background:

Existing Policy: KRS 161.048(10) establishes the Option 9 alternative route to certification. This route provides for the expedited certification of a person to teach at any grade level through a cooperative program between a college or university and a school district. The expedited certification program will result in a bachelor's degree and initial certification within three school years. The candidate is not certified while completing the route but shall complete a residency/paraprofessional component and receive coaching and mentoring from experienced teachers. 16 KAR 9:110 establishes the standards and procedures for Option 9 and contains sections covering providers, residency, field experience, student teaching, application review, continuance of program approval, revocation for cause, reconsideration, data reports, and professional certificates.

Summary: Fulton County Schools has partnered with the University of the Cumberland to develop a proposed Option 9 program. In accordance with Section 5 of the regulation, staff has reviewed the application and found that it meets the requirements of KRS 161.048 and 16 KAR 9:110. A copy of the application is included in the Board Meeting Materials tab for EPSB review. As part of the proposal, each party has agreed to take on the following:

Fulton County Schools will:

- Employ the participant in a residency or paraprofessional program within the school district for the duration of the program as long as the participant is making successful progress in the Option 9 program.
- Utilize experienced teachers employed by the district to provide coaching and mentoring to the participant.
- Ensure at least one mentor is certified in the area in which certification is being sought.

- Require mentor teachers to submit evaluations to the university for each candidate each semester.
- Ensure the availability of funding for each participant for the duration of the candidate's participation in the program as long as the participant is making successful progress in the Option 9 program.
- Ensure candidates have a variety of experiences.
- Ensure at least one-year of employment provides hands-on experience in the area in which certification is being sought.
- Continue this partnership until the district's employed participants for Option 9 certification complete the program or are no longer employed by the district.
- No longer accept new candidates to the program if the district decides to end the partnership.

University of the Cumberlands will:

- Ensure that the completion of coursework and field experience will result in a bachelor's degree and initial certification.
- Ensure that courses are sequenced and offered to allow for a three-year program completion.
- Ensure that candidates document 200 hours of field experience and the eight categories of field experiences through electronic records.
- Ensure that all educator program admissions regulations are followed and documented.
- Accept work experience in place of student teaching; and
- Assign a university supervisor to work with the participant during the third year of the program.

In accordance with 16 KAR 9:110, Section 5, initial program approval will be for a period of three years. After that time, the providers may apply for continuing program approval and provide evidence of program quality.

Budget Impact: There will be costs associated with the oversight of this route.

Contact Person:

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 Office of Educator Licensure and Effectiveness
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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Consent Item:

Option 9 Application, Owen County Schools and University of the Cumberland

Staff Recommendation:

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

Rationale:

Owen County Schools and University of the Cumberland have submitted an Option 9 application that meets the requirements of KRS 161.048 and 16 KAR 9:110. University of the Cumberland holds accreditation from the Council for the Accreditation of Educator Preparation and their educator preparation programs have been approved by the EPSB.

Applicable Statute or Regulation:

KRS 161.028, KRS 161.048, 16 KAR 9:110

History/Background:

Existing Policy: KRS 161.048(10) establishes the Option 9 alternative route to certification. This route provides for the expedited certification of a person to teach at any grade level through a cooperative program between a college or university and a school district. The expedited certification program will result in a bachelor's degree and initial certification within three school years. The candidate is not certified while completing the route but shall complete a residency/paraprofessional component and receive coaching and mentoring from experienced teachers. 16 KAR 9:110 establishes the standards and procedures for Option 9 and contains sections covering providers, residency, field experience, student teaching, application review, continuance of program approval, revocation for cause, reconsideration, data reports, and professional certificates.

Summary: Owen County Schools has partnered with the University of the Cumberland to develop a proposed Option 9 program. In accordance with Section 5 of the regulation, staff has reviewed the application and found that it meets the requirements of KRS 161.048 and 16 KAR 9:110. A copy of the application is included in the Board Meeting Materials tab for EPSB review. As part of the proposal, each party has agreed to take on the following:

Owen County Schools will:

- Employ the participant in a residency or paraprofessional program within the school district for the duration of the program as long as the participant is making successful progress in the Option 9 program.
- Utilize experienced teachers employed by the district to provide coaching and mentoring to the participant.
- Ensure at least one mentor is certified in the area in which certification is being sought.

- Require mentor teachers to submit evaluations to the university for each candidate each semester.
- Ensure the availability of funding for each participant for the duration of the candidate's participation in the program as long as the participant is making successful progress in the Option 9 program.
- Ensure candidates have a variety of experiences.
- Ensure at least one-year of employment provides hands-on experience in the area in which certification is being sought.
- Continue this partnership until the district's employed participants for Option 9 certification complete the program or are no longer employed by the district.
- No longer accept new candidates to the program if the district decides to end the partnership.

University of the Cumberlands will:

- Ensure that the completion of coursework and field experience will result in a bachelor's degree and initial certification.
- Ensure that courses are sequenced and offered to allow for a three-year program completion.
- Ensure that candidates document 200 hours of field experience and the eight categories of field experiences through electronic records.
- Ensure that all educator program admissions regulations are followed and documented.
- Accept work experience in place of student teaching; and
- Assign a university supervisor to work with the participant during the third year of the program.

In accordance with 16 KAR 9:110, Section 5, initial program approval will be for a period of three years. After that time, the providers may apply for continuing program approval and provide evidence of program quality.

Budget Impact: There will be costs associated with the oversight of this route.

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Consent Item:

Option 9 Application, Wolfe County Schools and University of the Cumberland

Staff Recommendation:

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

Rationale:

Wolfe County Schools and University of the Cumberland have submitted an Option 9 application that meets the requirements of KRS 161.048 and 16 KAR 9:110. University of the Cumberland holds accreditation from the Council for the Accreditation of Educator Preparation and their educator preparation programs have been approved by the EPSB.

Applicable Statute or Regulation:

KRS 161.028, KRS 161.048, 16 KAR 9:110

History/Background:

Existing Policy: KRS 161.048(10) establishes the Option 9 alternative route to certification. This route provides for the expedited certification of a person to teach at any grade level through a cooperative program between a college or university and a school district. The expedited certification program will result in a bachelor's degree and initial certification within three school years. The candidate is not certified while completing the route but shall complete a residency/paraprofessional component and receive coaching and mentoring from experienced teachers. 16 KAR 9:110 establishes the standards and procedures for Option 9 and contains sections covering providers, residency, field experience, student teaching, application review, continuance of program approval, revocation for cause, reconsideration, data reports, and professional certificates.

Summary: Wolfe County Schools has partnered with the University of the Cumberland to develop a proposed Option 9 program. In accordance with Section 5 of the regulation, staff has reviewed the application and found that it meets the requirements of KRS 161.048 and 16 KAR 9:110. A copy of the application is included in the Board Meeting Materials tab for EPSB review. As part of the proposal, each party has agreed to take on the following:

Wolfe County Schools will:

- Employ the participant in a residency or paraprofessional program within the school district for the duration of the program as long as the participant is making successful progress in the Option 9 program.
- Utilize experienced teachers employed by the district to provide coaching and mentoring to the participant.
- Ensure at least one mentor is certified in the area in which certification is being sought.

- Require mentor teachers to submit evaluations to the university for each candidate each semester.
- Ensure the availability of funding for each participant for the duration of the candidate's participation in the program as long as the participant is making successful progress in the Option 9 program.
- Ensure candidates have a variety of experiences.
- Ensure at least one-year of employment provides hands-on experience in the area in which certification is being sought.
- Continue this partnership until the district's employed participants for Option 9 certification complete the program or are no longer employed by the district.
- No longer accept new candidates to the program if the district decides to end the partnership.

University of the Cumberlands will:

- Ensure that the completion of coursework and field experience will result in a bachelor's degree and initial certification.
- Ensure that courses are sequenced and offered to allow for a three-year program completion.
- Ensure that candidates document 200 hours of field experience and the eight categories of field experiences through electronic records.
- Ensure that all educator program admissions regulations are followed and documented.
- Accept work experience in place of student teaching; and
- Assign a university supervisor to work with the participant during the third year of the program.

In accordance with 16 KAR 9:110, Section 5, initial program approval will be for a period of three years. After that time, the providers may apply for continuing program approval and provide evidence of program quality.

Budget Impact: There will be costs associated with the oversight of this route.

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Consent Item:

2023-2024 Emergency Non-Certified School Personnel Program

Staff Recommendation:

The Education Professional Standards Board (EPSB) should approve the local school districts' applications for the Emergency Non-Certified School Personnel Program for the 2023-2024 school year.

Rationale:

All recommended districts have met the requirements of 16 KAR 2:030.

Action Question:

Should the EPSB approve the local school districts' applications for the Emergency Non-Certified School Personnel Program for the 2023-2024 school year?

Applicable Statutes and Regulation:

16 KAR 2:030

History/Background:

Existing Policy: 16 KAR 2:030, Section 3(3) provides that a district that was approved by the EPSB to operate an Emergency Noncertified School Personnel Program the preceding year may request renewal for continuation of the program. Renewal shall be contingent upon demonstration of the continued need for the program and successful evaluation of the previous year's program pursuant to reporting requirements.

Summary: Included for the EPSB to review is a list of the school districts that staff is recommending for continuation in the program for the 2023-2024 school year. All districts requesting continuation in the program have submitted a year-end summary report as required by 16 KAR 2:030 and have submitted a renewal application for the 2023-2024 school year.

Budget Impact: There is no budgetary impact.

Contact Person:

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Emergency Non-Certified Districts applications for 2023-2024 school year

Renewal

1. Augusta Independent
2. Menifee County
3. Todd County
4. Washington County
5. Woodford County

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Information Item:

Update on Early Literacy Assessments

Rationale:

The Education Professional Standards Board (EPSB), through legislative action, has been tasked with maintaining a list of approved teacher preparation tests that are determined by the EPSB to be an effective evaluation of reading instruction knowledge and skills by January 1, 2024. The educator preparation program early literacy expert faculty have researched and will provide a list of recommended assessments for the EPSB to consider.

Applicable Statute or Regulation:

KRS 164.306

History/Background:

Existing Policy: The requirements charged to the EPSB in KRS 164.306 concerning the area of assessment are:

- (2) By January 1, 2024, the Education Professional Standards Board shall develop and maintain a list of approved teacher preparation tests that are determined by the board to be an effective evaluation of reading instruction knowledge and skills.
- (3) Beginning in the 2024-2025 school year, all new teachers seeking certification in interdisciplinary early childhood education or elementary education shall successfully pass an approved teacher preparation test that includes an evaluation of reading instruction knowledge and skills.

Summary: During the August meeting of the Early Literacy Research Cohort discussion was had and the creation of protocols for reading assessment evaluation were developed. Copies of Praxis exams for all potential early literacy assessment measures, along with other options were shared. In the September meeting, discussions on all literacy assessment measures were reviewed and a list of recommended approved assessments were developed for the EPSB to consider. Reasons for their inclusion are noted in the report. Further recommendations for long-term best practices in early literacy assessments are also noted. The Early Literacy Cohort will present this list and report at the October meeting to offer time for the EPSB to review prior to the final vote at the December meeting.

Budget Impact: There is no budgetary impact at this time.

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Information Item:

Review of the Education Professional Standards Board Meeting Schedule

Rationale:

During the Board Comments portion of the August Education Professional Standards Board (EPSB) meeting, members expressed appreciation for the special called meeting held in July to assist with resolving pending certification issues. This item is being presented to review the current meeting schedule and discuss if any changes should be made.

Applicable Statute or Regulation:

KRS 161.028

History/Background:

Existing Policy: The current schedule calls for the EPSB to meet on the second Monday of even numbered months (February, April, June, August, October, and December), except for the months of June and August. In June and August, the EPSB shall meet on the third Monday of the month.

Summary: In July, the EPSB held a special called meeting to resolve pending certification issues prior to the start of the 2023-2024 school year. This meeting focused on waivers, alternative route to certification applications and character and fitness cases. If the EPSB would like to make this meeting a yearly occurrence, the schedule can be adjusted to add a July meeting. The EPSB also frequently encounters attendance issues with the June EPSB meeting due to summer vacations and the Juneteenth holiday. The EPSB may also want to consider moving this meeting to the first Monday of June.

Budget Impact: There is no budgetary impact.

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Information Item:

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

Rationale:

The proposed amendment is necessary to ensure that 16 KAR 4:020 does not conflict with the Individuals with Disabilities Education Act (IDEA). The amendment to 16 KAR 4:020 updates the language in Section 2 for program teacher assignments.

Applicable Statute or Regulation:

KRS 161.020, KRS 161.028, 16 KAR 4:020

History/Background:

Existing Policy: 16 KAR 4:020 establishes the certification requirements for teachers of exceptional children. Section 2 sets forth the process for assigning a teacher to teach exceptional classes or students not consistent with the teacher's certification for teaching exceptional children. Personnel Qualifications under IDEA prohibit special education teachers from having certification or licensure requirements waived on an emergency, temporary, or provisional basis.

Summary: The proposed amendment removes the use of the term waiver from Section 2 of the regulation and renames this process as requests for program teacher assignment. The use of the term waiver was not an accurate description for the process established under Section 2, as eligible teachers must already hold a certificate for teaching exceptional children. The teacher is not being issued an additional certificate but is being assigned additional exceptional students. The amended regulation is included for EPSB review.

Budget Impact: There is no budgetary impact.

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1 EDUCATION AND LABOR CABINET

2 Education Professional Standards Board

3 (Amendment)

4 16 KAR 4:020. Certification requirements for teachers of exceptional children.

5 RELATES TO: KRS 157.200, 157.250, 161.020, 161.028(1), 161.030, 20 U.S.C. 1412; 34 C.F.R.
6 300.156

7 STATUTORY AUTHORITY: KRS 161.020, 161.028(1)(a)

8 NECESSITY, FUNCTION, AND CONFORMITY: KRS 161.020 and 161.028 require the
9 Education Professional Standards Board (EPSB) to establish standards and requirements for
10 obtaining and maintaining a teaching certificate for all public-school positions, including those for
11 teaching exceptional children. This administrative regulation establishes the certification
12 requirements for teachers of exceptional children.

13 Section 1. Certification Requirements for Assignment of Special Education Personnel.

14 (1) In accordance with Chapter 2 of Title 16 of the Kentucky Administrative Regulations, the
15 EPSB shall issue certificates for teaching exceptional children with one (1) or more of the
16 disabilities defined in 34 C.F.R. 300.8 and 707 KAR 1:002.

17 (2) A teacher holding the following certification shall be assigned to serve students with moderate
18 and severe disabilities at any grade level: Certification for Teaching Exceptional Children –
19 Moderate and Severe Disabilities, Grades Primary through 12.

20 (3) A teacher holding the following certification shall be assigned to serve students with learning
21 and behavior disorders:

1 (a) Certification for Teaching Exceptional Children – Learning and Behavior Disorders, Grades
2 8 through 12; or

3 (b) Certification for Teaching Exceptional Children – Learning and Behavior Disorders, Grades
4 Primary through 12.

5 (4) A teacher holding the following certification shall be assigned to serve students with visual
6 impairments at any grade level: Certification for Teaching Exceptional Children – Visually
7 Impaired, Grades Primary through 12.

8 (5) A teacher holding the following certification shall be assigned to serve students with hearing
9 impairments at any grade level:

10 (a) Certification for Teaching Exceptional Children – Hearing Impaired, Grades Primary
11 through 12; or

12 (b) Certification for Teaching Exceptional Children – Hearing Impaired with Sign Proficiency,
13 Grades Primary through 12.

14 (6) A teacher holding the following certification shall be assigned to serve students with speech
15 and language and communications disorders: Certification for Teaching Exceptional Children –
16 Communication Disorders, Grades Primary through 12.

17 (7) A teacher holding the following certification shall be assigned to serve students with
18 orientation and mobility disabilities: Certification for Teaching Exceptional Children –
19 Orientation and Mobility Specialist.

20 Section 2. [~~Waiver~~] Requests for **Program** Teacher Assignment.

21 (1) Local school districts which need to assign teachers to teach exceptional classes or students,
22 with the exception of students receiving services for communication disorders, not consistent
23 with the teacher's **certification for teaching exceptional children** shall request **approval**[a

1 waiver] for the **program** teacher assignment through the Kentucky Department of Education's
2 (KDE) Office of Special Education and Early Learning and [~~be approved by~~] the EPSB.

3 (2) The EPSB and KDE shall give consideration for this approval based on information provided
4 by the local school district in its request. The request shall include:

5 (a) The teacher's name, school assignment, certificate number, class plan assignment, and
6 current certification;

7 (b) A listing of pupils currently served by category of exceptionality;

8 (c) A listing of pupils the district is requesting to be served by exceptionality; and

9 (d) Any other relevant information which the district wishes to have considered in the decision-
10 making process.

11 (3) Following consideration by the KDE and [~~approval by~~] the EPSB, the local district shall be
12 promptly notified of the decision on the waiver request.

13 (4) The assignment shall not exceed the length of the school year for which it was initiated.

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 2:120. Request to Waive Office of Career and Technical Education Recency Requirement for Raymond Mullins

Action Question:

Should the Education Professional Standards Board (EPSB) approve the Office of Career and Technical Education's (OCTE) request to waive the recency requirement for Raymond Mullins?

Applicable Statute or Regulation:

KRS 161.020, KRS 161.028, 16 KAR 2:020

History/Background:

Existing Policy: 16 KAR 2:020 Section 2 (1)(a) 2.a. Demonstrate that he or she has four (4) years of successful and appropriate occupational experience in the occupation area in which certification is sought along with: a. At least two (2) years of the occupational experience completed within the last five (5) years. A maximum of one (1) year of the required work experience may be satisfied by completion of an approved occupation-based educator preparation program for the occupation to be taught.

Summary: OCTE has submitted this waiver on behalf of Raymond Mullins. They only had one applicant apply for the automotive technology position and are in desperate need to fill this position since students are already scheduled for the classes. Though Mr. Mullins has not officially been a mechanic in the last five years, he regularly works on vehicles for friends and family. He also helped maintain motorized equipment at a local high school during the last five years. Mr. Mullins has the required four years of work experience and is only missing the recency. OCTE is requesting that the EPSB waive the recency requirement for Mr. Mullins and issue the one-year provisional certificate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

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

Action Question:

Should the Education Professional Standards Board (EPSB) approve Bourbon County's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Bourbon County Schools has been unsuccessful in finding qualified teachers for special education. The candidate is currently in a special education placement but needs the emergency certification to continue in that position. The district states that there were no applicants for multiple special education positions at the beginning of the school year. The candidate had previously served as a long-term substitute in the district. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Covington Independent Schools

Action Question:

Should the Education Professional Standards Board (EPSB) approve Covington Independent's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Covington Independent Schools has been unsuccessful in finding qualified teachers for a Learning and Behavior Disorders (LBD) position. This particular school has two special education teacher and two instructional assistant positions vacant. The candidate would like to pursue a career in special education, but his current GPA is too low. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Elizabethtown Independent Schools

Action Question:

Should the Education Professional Standards Board (EPSB) approve Elizabethtown Independent's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Elizabethtown Independent Schools has been unsuccessful in finding a qualified teacher for a Health and Physical Education position. The candidate is enrolled in two bi-term courses to increase his GPA to meet the requirements for admission to a Master of Arts in teaching program. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 2:120. Request to Waive Emergency Certificate Requirements for Eminence Independent Schools

Action Question:

Should the Education Professional Standards Board (EPSB) approve Eminence Independent's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Eminence Independent Schools has been unsuccessful in finding qualified teachers for a secondary social studies position. The district states they have posted the position in the Kentucky Educator Placement Service and on their website, contacted local educational institutions and have even talked with educational headhunters but have been unsuccessful. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

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

Action Question:

Should the Education Professional Standards Board (EPSB) approve Fleming County's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Fleming County Schools has been unsuccessful in finding qualified elementary teachers. The candidate has been conditionally accepted into an Option 6 program while completing coursework to improve their GPA. The district states that the majority of their new hires are either currently enrolled in an Option 6 program or emergency certified. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

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

Action Question:

Should the Education Professional Standards Board (EPSB) approve Nelson County's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Nelson County Schools has been unsuccessful in finding qualified teachers for special education positions. With the diminished pool of certified applicants, the district is struggling to fill two special education positions. This applicant is interested in pursuing the Option 6 program for special education certification and has been conditionally admitted while she works to raise her GPA. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

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

Action Question:

Should the Education Professional Standards Board (EPSB) approve Owen County's request to waive the grade point average (GPA) requirement for issuance of an emergency certificate?

Applicable Statute or Regulation:

KRS 161.028. 16 KAR 2:120

History/Background:

Existing Policy: 16 KAR 2:120 establishes the requirements for issuance of an emergency certificate. These requirements include a minimum of a bachelor's degree from a regionally accredited college or university with a cumulative GPA of 2.5 on a 4.0 scale or a 3.0 on a 4.0 scale on the last sixty hours of credit completed.

Summary: Owen County Schools has been unsuccessful in finding qualified teachers for a special education position. The position is currently being filled with a long-term substitute who has no special education experience. This applicant is currently a high school teacher at a private school and has experience working with students, building relationships with the families in the county and is a true asset to the school and community. The district is requesting that the EPSB waive the required GPA and issue an emergency certificate for this candidate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 3:060. Request to Waive Renewal Requirements for Provisional Certificate for School Counselor for Shauna Paul

Action Question:

Should the Education Professional Standards Board (EPSB) approve Shauna Paul's request to waive the renewal requirements for the provisional certificate for school counselor?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 3:060

History/Background:

Existing Policy: 16 KAR 3:060, Section 2 allows for renewal of the provisional certificate for school counselor with three semester hours of graduate credit in the areas of counseling or school counseling. This section also provides that if there is a lapse of the provisional certificate for school counselor for lack of meeting the renewal requirements, provisional certification may be reissued upon the completion of a minimum of six semester hours of graduate credit in the areas of counseling or school counseling.

Summary: Shauna Paul has submitted this waiver to request a renewal of her provisional certificate for school counselor to complete the additional coursework needed for issuance of the standard certificate for school counselor. She has been employed in Jefferson County Schools for seventeen years. Ms. Paul started her career as a classroom teacher and served as a school counselor for the last five years. She completed her second master's, rank I in School Counseling, at the University of the Cumberlands where she earned 45 credit hours. She states her previous understanding was the provisional certificate was given at 33 hours and the standard certificate was given with the completion of 42 hours. She recently learned that because the University of the Cumberlands counseling program is 45 hours for the provisional, she will need to complete additional hours. Ms. Paul is enrolled in one of the courses required and plans to complete the additional coursework required to obtain the standard certificate. She is requesting that the EPSB waive the required coursework and renew her provisional certificate for school counselor so she can complete the required coursework for issuance of the standard certificate for school counselor.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Tami Conrad

Action Question:

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

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 4:030

History/Background:

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

Summary: Tami Conrad attended an out-of-state university and halfway through her degree, she moved to Kentucky. The university informed her that she could complete her degree and become certified in Kentucky. After moving, she was told differently by the university. She looked into transferring to a Kentucky university, but it was not feasible. She has taken and passed all the Kentucky assessments required for elementary certification. As she was not interested in teaching in Indiana, Ms. Conrad did not take the Indiana assessments, nor did she obtain certification in Indiana. She is requesting that the EPSB waive the requirement of possessing the equivalent certification in Indiana and issue her the certification to teach elementary in Kentucky.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Hanna Porter

Action Question:

Should the Education Professional Standards Board (EPSB) approve the request to waive the requirement for the applicant to possess an equivalent certification in Minnesota?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 4:030

History/Background:

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

Summary: Hanna Porter worked and went to school online for the last three years to receive her bachelor's degree in elementary education. Ms. Porter and her family moved from Minnesota to Kentucky where she was employed as an Instructional Assistant. She continued working on her degree and graduated with a Bachelor of Science in Elementary Education and passed all the Kentucky required Praxis assessments. As Ms. Porter no longer lives in Minnesota, she did not complete the Minnesota assessments and did not obtain the Minnesota certificate. She is requesting that the EPSB waive the requirement of possessing the equivalent certification in Minnesota and issue her the certification to teach elementary in Kentucky.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Garrett Whiteker

Action Question:

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

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 4:030

History/Background:

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

Summary: Garrett Whiteker went to school in Indiana but resides in Kentucky. He completed an Indiana program for health and physical education and passed all the Kentucky assessments required for health and physical education certification. Mr. Whiteker does not plan to teach in Indiana, so he did not take the Indiana assessments, nor did he obtain the Indiana certificate. He states that it would be a financial hardship to pay for and take the Indiana assessments. He is requesting that the EPSB waive the requirement of possessing the equivalent certification in Indiana and issue him the Kentucky certificate for teaching health and physical education.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 4:080. Request to Waive Out-of-State Recency Requirement for Carla Owens

Action Question:

Should the Education Professional Standards Board (EPSB) approve the request to waive the out-of-state recency requirement and issue a Kentucky professional certificate for Carla Owens?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 4:080

History/Background:

Existing Policy: 16 KAR 4:080 requires that an out-of-state prepared educator have completed six semester hours of graduate credit within the five years preceding application for certification in Kentucky if their educator preparation program was completed more than five years prior to the application date.

Summary: Scott County Schools is requesting a waiver of the out-of-state recency regulation on behalf of Carla Owens based on her continuous experience in North Carolina. Ms. Owens holds a valid North Carolina Professional Educator License for Elementary Education. She completed her teacher preparation program in 2005 and has been employed from August 2005 through September 2023 without a break in service. Ms. Owens has not completed any graduate credit within the past five years. Scott County Schools is requesting that the EPSB consider her extensive and continuous experience from out-of-state to waive the out-of-state recency requirement of six graduate hours and issue her the full five-year Kentucky certificate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 4:080. Request to Waive Out-of-State Recency Requirement for Kelly Matlock

Action Question:

Should the Education Professional Standards Board (EPSB) approve the request to waive the out-of-state recency requirement and issue a Kentucky professional certificate for Kelly Matlock?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 4:080

History/Background:

Existing Policy: 16 KAR 4:080 requires that an out-of-state prepared educator have completed six semester hours of graduate credit within the five years preceding application for certification in Kentucky if their educator preparation program was completed more than five years prior to the application date.

Summary: Kelly Matlock is requesting a waiver of the out-of-state recency regulation. Ms. Matlock completed Louisiana State University's elementary and special education program, obtained her Louisiana elementary and special education certificate, and taught in Louisiana from August 2012 through May 2019 when she decided to stay home to care for her children. Ms. Matlock and her family relocated to Kentucky last year and she obtained the one-year recency certificate to teach in Kentucky. She taught for the 2022-2023 school year, during which time she was supposed to complete six semester hours of graduate credit for issuance of the full, five-year Kentucky certificate. Ms. Matlock states that she planned to begin coursework towards her master's degree last fall, but due to family and medical circumstances she was unable to complete coursework. She states that she still plans to pursue her master's degree, but requests that the EPSB consider her previous experience from out-of-state to waive the out-of-state recency requirement of six graduate hours and issue her the full five-year Kentucky certificate.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Waiver:

16 KAR 5:040. Alternative Student Teaching Placement Request for Wesley Moore

Action Question:

Should the Education Professional Standards Board (EPSB) approve Morehead State University's alternative student teaching placement request for Wesley Moore?

Applicable Statute or Regulation:

KRS 161.028, 16 KAR 5:040

History/Background:

Existing Policy: 16 KAR 5:040 Section 5 (4)(d) requires that a candidate pursuing a primary through grade 12 certificate shall have their student teaching balanced between an elementary school placement and a middle/high school placement. Institutions unable to locate a placement aligned with grade level requirements shall submit an alternative placement request to EPSB staff.

Summary: Morehead State University student Wesley Moore is currently assigned to a high school music teacher for one of the eight-week placements in the Fall 2023 semester. Morehead State University has not been able to secure any options for Mr. Moore's second placement at the elementary level. The elementary music teachers in the Russell Independent school district do not currently teach music full-time at that level. For that reason, and having exhausted all possibilities, Morehead State University is requesting this waiver for Wesley Moore so he may be placed with a middle school music teacher for the second eight-weeks of his placement in the Fall 2023 semester.

Budget Impact: There is no budgetary impact.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Action Item:

Option 1 Alternative Route to Certification Application for Ariadne Antipa

Action Question:

Should the Education Professional Standards Board (EPSB) approve the alternative route to certification application?

Applicable Statute or Regulation:

KRS 161.028, KRS 161.030, KRS 161.048, 16 KAR 9:010

History/Background:

Existing Policy: The applicant must meet a minimum grade point average (GPA) requirement and must have either a major in the academic area or a passing score on the academic content assessment. The applicant must also have a job offer in the academic area for which certification is requested in a Kentucky school district.

Summary: Kenton County Schools has submitted the CA-265 application and portfolio for Ms. Ariadne Antipa. The district is requesting that the EPSB approve her application for certification in the area of **Music, All Grades**. The application and portfolio are included under separate cover.

Budget Impact: There is no budgetary impact.

Groups Consulted and Brief Summary of Responses:

Todd Davis, Division Director
Melinda Penny, Consultant

The applicant meets the minimum GPA requirement in the academic area. Kenton County Public Schools offered the applicant a job teaching Music, All Grades. The EPSB will need to determine if the applicant's work experience constitutes exceptional work experience.

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Action Item:

Option 1 Alternative Route to Certification Application for Sarah Karns

Action Question:

Should the Education Professional Standards Board (EPSB) approve the alternative route to certification application?

Applicable Statute or Regulation:

KRS 161.028, KRS 161.030, KRS 161.048, 16 KAR 9:010

History/Background:

Existing Policy: The applicant must meet a minimum grade point average (GPA) requirement and must have either a major in the academic area or a passing score on the academic content assessment. The applicant must also have a job offer in the academic area for which certification is requested in a Kentucky school district.

Summary: Trimble County Schools has submitted the CA-265 application and portfolio for Ms. Sarah Karns. The district is requesting that the EPSB approve her application for certification in the area of **School Media Librarian, All Grades**. The application and portfolio are included under separate cover.

Budget Impact: There is no budgetary impact.

Groups Consulted and Brief Summary of Responses:

Todd Davis, Division Director
Melinda Penny, Consultant

The applicant meets the minimum GPA requirement in the academic area. Trimble County Schools offered the applicant a job teaching School Media Librarian, All Grades. The EPSB will need to determine if the applicant's work experience constitutes exceptional work experience.

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Action Item:

Option 1 Alternative Route to Certification Application for Robert Nemes

Action Question:

Should the Education Professional Standards Board (EPSB) approve the alternative route to certification application?

Applicable Statute or Regulation:

KRS 161.028, KRS 161.030, KRS 161.048, 16 KAR 9:010

History/Background:

Existing Policy: The applicant must meet a minimum grade point average (GPA) requirement and must have either a major in the academic area or a passing score on the academic content assessment. The applicant must also have a job offer in the academic area for which certification is requested in a Kentucky school district.

Summary: Jefferson County Public Schools has submitted the CA-265 application and portfolio for Mr. Robert Nemes. The district is requesting that the EPSB approve his application for certification in the area of **Social Studies, Grades 8-12**. The application and portfolio are included under separate cover.

Budget Impact: There is no budgetary impact.

Groups Consulted and Brief Summary of Responses:

Todd Davis, Division Director
Melinda Penny, Consultant

The applicant meets the minimum GPA requirement in the academic area. Jefferson County Public Schools offered the applicant a job teaching Social Studies, Grades 8-12. The EPSB will need to determine if the applicant's work experience constitutes exceptional work experience.

Contact Person:

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(502)-564-5846
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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Action Item:

Option 1 Alternative Route to Certification Application for John Owen

Action Question:

Should the Education Professional Standards Board (EPSB) approve the alternative route to certification application?

Applicable Statute or Regulation:

KRS 161.028, KRS 161.030, KRS 161.048, 16 KAR 9:010

History/Background:

Existing Policy: The applicant must meet a minimum grade point average (GPA) requirement and must have either a major in the academic area or a passing score on the academic content assessment. The applicant must also have a job offer in the academic area for which certification is requested in a Kentucky school district.

Summary: Jefferson County Public Schools has submitted the CA-265 application and portfolio for Mr. John Owen. The district is requesting that the EPSB approve his application for certification in the area of **English, Grades 8-12**. The application and portfolio are included under separate cover.

Budget Impact: There is no budgetary impact.

Groups Consulted and Brief Summary of Responses:

Todd Davis, Division Director
Melinda Penny, Consultant

The applicant meets the minimum GPA requirement in the academic area. Jefferson County Public Schools offered the applicant a job teaching English, Grades 8-12. The EPSB will need to determine if the applicant's work experience constitutes exceptional work experience.

Contact Person:

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KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Action Item:

Option 1 Alternative Route to Certification Application for Ariana Veach

Action Question:

Should the Education Professional Standards Board (EPSB) approve the alternative route to certification application?

Applicable Statute or Regulation:

KRS 161.028, KRS 161.030, KRS 161.048, 16 KAR 9:010

History/Background:

Existing Policy: The applicant must meet a minimum grade point average (GPA) requirement and must have either a major in the academic area or a passing score on the academic content assessment. The applicant must also have a job offer in the academic area for which certification is requested in a Kentucky school district.

Summary: Scott County Schools has submitted the CA-265 application and portfolio for Ms. Ari Veach. The district is requesting that the EPSB approve her application for certification in the area of **Agriculture, Grades 5-12**. The application and portfolio are included under separate cover.

Budget Impact: There is no budgetary impact.

Groups Consulted and Brief Summary of Responses:

Todd Davis, Division Director
Melinda Penny, Consultant

The applicant meets the minimum GPA requirement in the academic area. Scott County Schools offered the applicant a job teaching Agriculture, Grades 5-12. The EPSB will need to determine if the applicant's work experience constitutes exceptional work experience.

Contact Person:

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