

*The actions delineated below were taken in open session of the EPSB at the October 9, 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, 5<sup>th</sup> Floor, Frankfort, KY 40601.*

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

**Call to Order**

Chair Justin Mitchell called the meeting to order at 9:10 a.m. ET. Chair Justin Mitchell read the mission statement to the EPSB and audience.

Leah Sharpe from the Office of Legal Services administered the oath to Dr. James Cousins to swear him into the EPSB. Dr. Cousins gave a brief introduction of himself and his background.

**Roll Call**

The following Board members were present during the October 9, 2023, EPSB meeting: Diane Berry, James Cousins, Elijah Edwards, C.J. Fryer, Amy Lingo, Jacqueline Mayfield, Corinne Murphy, Merideth Pittman, Lisa Rudzinski, Amber Snell, Vice-Chair Weedman, and Chair Justin Mitchell.

CPE: Amanda Ellis

Cabinet: Absent

**Consent Items**

Approval of August 21, 2023, EPSB Meeting Minutes

Approval for the Training Submitted by the Kentucky Education Association

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

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

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

2023-2024 Emergency Non-Certified School Personnel Program

**2023-193**

*Motion made by Ms. Amber Snell, seconded by Ms. Sarah Weedman, to approve.*

**Vote:** Unanimous

**Report from the Commissioner**

Interim Commissioner Robin Kinney gave a KDE update. Lu Young gave an update from the Kentucky Board of Education on the search for the next KDE Commissioner. EPSB members shared the qualities and traits they would like to see in the next Commissioner of Education.

**Report from the Council on Postsecondary Education**

Amanda Ellis gave an 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.

**Report from the Chair**

Chair Mitchell thanked Interim Commissioner Kinney and Vice Chair Young for joining the meeting and giving us current updates.

Chair Mitchell shared that to help set goals and priorities for the EPSB, we need to hold a work session to discuss the vision for each area of work. Staff has circulated an email with potential dates for the work session. Please check your calendar and respond with your availability so that we can get the session scheduled. The goals and priorities discussed at the work session will be brought before the EPSB at the December meeting for a vote.

**Information/Discussion Items**

**Update on Early Literacy Assessments**

Dr. Melissa Diebel gave an update on Early Literacy Assessments

**Review of the Education Professional Standards Board Meeting Schedule**

Cassie Trueblood gave a review of the Education Professional Standards Board Meeting Schedule.

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

Cassie Trueblood gave an update on 16 KAR 4:020, Certification Requirements for Teachers of Exceptional Children, Amendment

**Waivers**

**16 KAR 2:020. Request to Waive Office of Career and Technical Education Recency Requirement for Raymond Mullins**

**2023-194**

*Motion made by Mr. Eli Edwards, seconded by Ms. Sarah Weedman, to approve.*

**Vote:** *Unanimous*

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

**2023-195**

*Motion made by Ms. Lisa Rudzinski, seconded by Ms. Diane Berry, to approve.*

**Vote:** *Unanimous*

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

**2023-196**

*Motion made by Ms. Jacqueline Mayfield, seconded by Mr. Eli Edwards, to approve.*

**Vote:** *Unanimous*

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

**2023-197**

*Motion made by Mr. C.J. Fryer, seconded by Ms. Lisa Rudzinski, to approve.*

**Vote:** *Unanimous*

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

**2023-198**

*Motion made by Ms. Jacqueline Mayfield, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

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

**2023-199**

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

**Vote:** *Unanimous*

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

**2023-200**

*Motion made by Mr. Eli Edwards, seconded by Ms. Lisa Rudzinski, to approve.*

**Vote:** *Unanimous*

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

**2023-201**

*Motion made by Ms. Diane Berry, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

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

**2023-202**

*Motion made by Mr. Eli Edwards, seconded by Ms. Jacqueline Mayfield, to approve.*

**Vote:** *Unanimous*

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

**2023-203**

*Motion made by Ms. Lisa Rudzinski, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

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

**2023-204**

*Motion made by Ms. Diane Berry, seconded by Mr. Eli Edwards, to approve.*

**Vote:** *Unanimous*

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

**2023-205**

*Motion made by Ms. Sarah Weedman, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

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

**2023-206**

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

**Vote:** *Unanimous*

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

**2023-207**

*Motion made by Mr. Eli Edwards, seconded by Ms. Jacqueline Mayfield, to approve.*

**Vote:** *Unanimous*

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

**2023-208**

*Motion made by Mr. C.J. Fryer, seconded by Ms. Jacqueline Mayfield, to approve.*

**Vote:** *Unanimous*

### **Alternative Routes**

Ariadne Antipa, Music, All Grades

**2023-209**

*Motion made by Dr. Corrine Murphy, seconded by Ms. Amber Snell, to approve.*

**Vote:** *Unanimous*

Sarah Karns, School Media Librarian, All Grades

**2023-210**

*Motion made by Dr. Corrine Murphy, seconded by Ms. Sarah Weedman, to approve.*

**Vote:** *Unanimous*

Robert Nemes, Social Studies, Grades 8-12

**2023-211**

*Motion made by Mr. Eli Edwards, seconded by Ms. Sarah Weedman, to approve.*

**Vote:** *Unanimous*

John Owen, English, Grades 8-12

**2023-212**

*Motion made by Ms. Diane Berry, seconded by Ms. Sarah Weedman, to approve.*

**Vote:** *Unanimous*

Ariana Veach, Agriculture, Grades 5-12

**2023-213**

*Motion made by Dr. Corrine Murphy, seconded by Dr. Amy Lingo, 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 Ms. Jacqueline Mayfield, to return to open session.*

**Vote:** *Unanimous*

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

Diane Berry, James Cousins, Elijah Edwards, Amanda Ellis, Christopher John Fryer, Amy Lingo, Jacqueline Mayfield, 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**

**Case Number**

**Decision**

2355377	Attorney Review
2355375	Attorney Review
2355314	Attorney Review
2355302	Attorney Review
2355297	Attorney Review
2355311	Attorney Review
2355310	Attorney Review
2355315	Attorney Review
2355317	Attorney Review
2355296	Defer for Training
2355295	Defer for Training
2355294	Attorney Review
2355290	Attorney Review
2355289	Attorney Review
2355288	Admonish
2355267	Attorney Review
2355299	Attorney Review
2355300	Attorney Review
2355233	Attorney Review
2355230	Attorney Review
2355209	Attorney Review
2355206	Attorney Review

2355203	Attorney Review
2355199	Attorney Review
2355198	Attorney Review
2355313	DWOP
2355359	Attorney Review
2355361	Defer for Training
2355364	Attorney Review
2355381	Dismiss w/Prejudice
2355354	Attorney Review
2355293	Attorney Review
2355306	Dismiss w/Prejudice
2355305	Attorney Review
2355303	Admonish
2355319	Attorney Review
2355309	Attorney Review
2355143	Attorney Review
2355166	Attorney Review
2355197	Dismiss w/Prejudice
2355321	Dismiss w/Prejudice
2355304	Attorney Review
2355362	Attorney Review
2355301	Attorney Review
2355292	Attorney Review
2355225	Admonish
2355360	Dismiss w/Prejudice
2355210	Admonish
2355200	Admonish
2355316	Admonish
2355308	Admonish
2355307	Admonish
2355222	Defer for Training
2355221	Defer for Training
2355243	Defer for Training
2355239	Dismiss w/Prejudice
2355235	Dismiss w/Prejudice
2355223	Attorney Review
2355312	Dismiss w/Prejudice
2355366	Dismiss w/Prejudice
2355369	Defer for Training
2355371	Dismiss w/Prejudice
2355372	Dismiss w/Prejudice
2355373	Dismiss w/Prejudice
2355374	Dismiss w/Prejudice
2354978	Refer to Hearing
2254325	Refer to Hearing
220115	Refer to Hearing

2203243	Refer to Hearing
2204349	Refer to Hearing
2254584	Refer to Hearing
20071265	Refer to Hearing
2204359	Refer to Hearing
2355145	Dismiss w/Prejudice
2355073	Dismiss w/Prejudice
2203253	DWOP
2254726	DWOP
2355091	Dismiss w/Prejudice
2354906	Dismiss w/Prejudice
2355080	DWOP
2103231	Dismiss w/Prejudice
2355079	DWOP
2355151	Dismiss w/Prejudice
2254733	Admonish
2355154	Dismiss w/Prejudice
2254717	Dismiss w/Prejudice
2355240	Dismiss w/Prejudice
2254858	Admonish
2254843	Admonish
2254842	Admonish
2254837	Admonish
2254836	Dismiss w/Prejudice
2254783	Admonish
2254782	Admonish
2254769	Admonish
2254763	Admonish
2254760	Admonish
2254756	Admonish
2254663	Admonish
2254649	Admonish
2254632	Admonish
2254629	Admonish
2254617	Admonish
2254521	Admonish
2254497	Admonish
2254486	Admonish
2355083	Dismiss w/Prejudice

**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
2355423	Approve
2355424	Deny
2355426	Approve
2355427	Approve <i>(w/conditions)</i>

2355435 Approve  
2355436 Approve  
2355437 Approve  
2355438 Approve  
2355387 Approve  
2355442 Approve  
2355443 Approve  
2355444 Deny  
2355465 Approve  
2355470 Approve  
2355474 Approve  
2355466 Approve  
2355433 Deny  
2355349 Deny  
2355405 Deny  
2355487 Approve  
2355472 Approve  
2355416 Approve  
2355403 Approve  
2355413 Defer  
2355429 Approve  
2355345 Deny  
2355440 Approve  
2355446 Approve  
2355418 Approve  
2355434 Deny  
2355473 Approve  
2355476 Approve  
2355431 Approve  
2355475 Approve  
2355477 Approve  
2355417 Deny  
2355479 Approve  
2355480 Approve  
2355482 Approve  
2355484 Approve  
2355485 Approve  
2355481 Approve  
2355414 Deny  
2355489 Approve  
2355490 Approve  
2355331 Approve  
2355478 Approve  
2355494 Approve  
2355495 Approve  
2355496 Approve

*(Mr. Edwards & Ms. Pittman recused)*



2355497

Approve

**Agreed Orders**

**Case Number**

2355064 Timothy Burri

**Decision**

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200400540 is permanently revoked. Burri 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*

2355128 Carrie Gamblin

Accept Agreed Order stating upon acceptance of this Agreement by the Board, Certificate Number 201121459 shall be revoked for five (5) years. Gamblin shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky during the revocation period.

In addition to any educational and assessment requirements necessary for certification at the time, Gamblin shall comply with the following conditions prior to reissuance of Certificate Number 201121459:

1. Prior to reissuance, Gamblin 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):
  - a. "Educator Ethics & the Law";
  - b. "Understanding Educator Ethics"; and
  - c. "Recognizing Early-onset Mental Health Disorders."

Any cost for said trainings shall be paid for by Gamblin. If Gamblin fails to satisfy any portion of this condition, Certificate Number 201121459 shall not be reissued until such condition is satisfied.

2. Gamblin 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 sixty (60) days prior to Gamblin's application for

reissuance. Gamblin shall pay any expense incurred. If Gamblin fails to satisfy any portion of this condition, Certificate Number 201121459 shall not be reissued until such condition is satisfied.

3. Gamblin shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Gamblin is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations during the revocation period, then Certificate Number 201121459 shall be automatically permanently revoked.

Upon reissuance, Certificate Number 201121459 shall be subject to the following permanent probationary conditions:

1. If Gamblin's comprehensive alcohol/substance abuse assessment recommends any treatment, beginning at least three (3) months after her initial assessment, Gamblin shall submit written progress reports from a consistent licensed counselor on July 1st of each year of her probation, certifying that she is compliant with all treatment recommendations, until such time as the counselor releases her from treatment. If Gamblin chooses to change licensed counselors prior to completing the counselor's recommendations, she shall undergo a new comprehensive alcohol/substance abuse assessment to ensure she is compliant with all recommendations of the new counselor to ensure fulfillment of her probation requirements. Failure to do so shall result in an administrative suspension until such condition is satisfied.
2. Gamblin shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Gamblin is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Gamblin's certificate being automatically suspended pending Board review and disposition.

3. Gamblin shall submit a copy of her Kentucky State Police or Administrative Office of the Courts background check by July 1st of each year. Any expense required to satisfy this condition shall be paid by Gamblin. Failure to comply with this condition will result in Gamblin's certificate being automatically suspended until such condition is satisfied.
4. During the probationary period, Gamblin 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 any of the above conditions will result in Certificate 201121459 being administratively suspended pending further Board review and disposition.

Gamblin 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*

2355132 Alexander Kirby

Accept Agreed Order stating Kirby voluntarily, knowingly, and intelligently surrenders Certificate Number 201211991, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future.

**Vote:** *Unanimous*

2254598 Steven McLean

Accept Agreed Order revoking Certificate Number 201159599 for seven (7) years beginning on July 1, 2022 and ending on July 1, 2029.

In addition to any educational and assessment requirements necessary for certification at the time, McLean shall comply with the following conditions prior to reissuance of Certificate Number 201159599:

Prior to reissuance, McLean 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. Setting and Maintaining Ethical Boundaries;
3. Professional Code of Ethics for Kentucky School Certified Personnel;
4. Be the Elephant: Preventing Sexual Harassment and Abuse of Students by Education Personnel; and
5. Child Abuse Prevention.

Any cost for said trainings shall be paid for by McLean. If McLean fails to satisfy any portion of this condition, Certificate Number 201159599 shall not be reissued until such condition is satisfied.

McLean shall provide written proof to the Board from a Kentucky licensed/certified psychologist or psychiatrist, that he has complied with a comprehensive evaluation and is fit to return to the classroom, presents as capable of performing his duties as a teacher, is not a danger to himself or others, and is compliant with all treatment recommendations. The psychological comprehensive evaluation shall be dated within sixty (60) days of McLean's application for certification. McLean shall pay any expense incurred. If McLean fails to provide written proof of a completed comprehensive evaluation, Certificate Number 201159599 shall not be reissued.

Upon reissuance, Certificate Number 201159599, including any and all endorsements, is hereby subject to the following permanent probationary conditions:

1. Beginning June 1st of each year McLean holds a valid certification, McLean shall provide written proof to the Board that he is compliant with any assessment recommendations from his psychologist or psychiatrist from above. McLean shall maintain consistent care until released, if McLean changes his psychologist, or psychiatrist prior to release, he shall submit a new comprehensive assessment and shall comply with any new recommendations. McLean shall pay any expense incurred. If McLean fails to satisfy any part of this condition, Certificate Number 201159599 shall be administratively suspended pending review and disposition by the Board.

2. At the Board’s request, McLean 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 McLean fails to satisfy this condition, Certificate Number 201159599 shall be administratively suspended pending review and disposition by the Board.
3. During the probationary period, McLean 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 McLean fails to satisfy this condition, Certificate Number 201159599 shall be administratively suspended pending review and disposition by the Board.

McLean 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. Rudzinski dissented)*

2355157 Lindsey Pelley

Accept Agreed Order suspending Certificate Number 201168666 for five (5) days beginning on December 25, 2023. During the suspension period, Pelley shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to April 1, 2024, Pelley 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. A course under the “Educator Ethics” heading; and
2. “Engaging Classroom Discourse.”

Any cost for said trainings shall be paid for by Pelley. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201168666 being administratively suspended until such time as Pelley provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201168666, 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, Pelley 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 201168666 being administratively suspended pending further Board review and disposition.

Pelley 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*

2355094 Christopher Sexton

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201173462 is permanently revoked. Sexton 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*

2355226 Melissa Thomas

Accept Agreed Order retroactively suspending Certificate Number 201214969 for thirty (30) days from June 15, 2023 through July 14, 2023.

Prior to April 1, 2024, Thomas 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 Pedagogy";
2. "Professional Code of Ethics for Kentucky School Certified Personnel"; and
3. "Anger Management: What it is and how to address it."

Any cost for said trainings shall be paid for by Thomas. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201214969 being administratively suspended until such time as Thomas provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201214969, 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, Thomas 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 201214969 being administratively suspended pending further Board review and disposition.

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

**Vote:** *Unanimous*

2254821 Marissa Bell

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200001437 is retroactively suspended from November 14, 2022 through November 18, 2022, a period of five (5) days.

By March 1, 2024, Bell shall provide written proof to the Board that she has completed two (2) trainings under the heading of "Diversity/Cultural Sensitivity" on the attached pre-approved Board training list (Attachment A). Bell shall pay any expense incurred. If Bell fails to satisfy this condition, Certificate Number 200001437 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200001437 shall be subject to the following probationary condition for a period of two (2) years:

1. Bell shall not receive any disciplinary action from any school district she is employed. If Bell fails to satisfy this condition, Certificate Number 200001437 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.

Bell 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*

2355077 Mary Blair

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200237721 is retroactively suspended from June 1, 2023, to June 10, 2023, a period of ten (10) days.

Blair has submitted proof to the Board that she has completed twelve (12) hours of Safe Crisis Management training.

Blair 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*

2203271 Jennifer Cornell

Accept Agreed Order reprimanding Cornell for using inappropriate physical force to control a student’s behavior. The Board reminds Cornell that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Cornell should be more cognizant of appropriate physical boundaries when disciplining a student. The Board will not tolerate any further misconduct from Cornell.

Prior to January 1, 2024, Cornell 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). Cornell shall pay any expense incurred. If Cornell fails to satisfy this condition, Certificate Number 200407698 shall be administratively suspended until such condition is satisfied.

Cornell 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*

2355232 Edward Crutchleo

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201203094 is retroactively suspended from July 1, 2023, through July 30, 2023, a period of thirty (30) days.

By March 1, 2024, Crutchleo 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). Crutchleo shall pay any expense incurred. If Crutchleo fails to satisfy this condition, Certificate Number 201203094 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 201203094 shall be subject to the following probationary condition for a period of two (2) years:

1. Crutchleo shall not receive any disciplinary action from any school district he is employed. If Crutchleo fails to satisfy this condition, Certificate Number 201203094 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.

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

**Vote:** *Unanimous*

2355205 Sondra Lawton

Accept Agreed Order reprimanding Lawton for using inappropriate physical force to control a student's behavior. The Board reminds Lawton that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Lawton should be more cognizant of appropriate physical boundaries when disciplining a student. The Board will not tolerate any further misconduct from Lawton.

Lawton is retired and has no immediate plans to return to the education profession. If Lawton does return to a certified position in the future, she shall fulfill the following conditions:

1. Lawton 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 Lawton fails to satisfy this condition, Certificate Number 200218628 shall be administratively suspended for ten (10) days.
2. Lawton 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). Lawton shall pay any expense incurred. If Lawton fails to satisfy this condition, Certificate Number 200218628 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 200218628 shall be subject to the following probationary condition for a period of two (2) years:

1. Lawton shall receive no disciplinary action from any school district in which she is employed. If Lawton fails to satisfy this condition, Certificate Number 200218628 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.

Lawton 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*

2354983 Kimberly Muncy

Accept Agreed Order reprimanding Muncy for using inappropriate physical force with a student. The Board reminds Muncy 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 misconduct from Muncy.

Prior to January 1, 2024, Muncy 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). Muncy shall pay any expense incurred. If Muncy fails to satisfy this condition, Certificate Number 000046650 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 000046650 shall be subject to the following condition for a period of two (2) years:

1. Muncy shall not receive any disciplinary action from any school district in which she is employed. If Muncy fails to satisfy this condition, Certificate Number 000046650 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.

Muncy 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*

2355148 Dave Starks

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200401850 is

retroactively suspended from June 1, 2023, through June 5, 2023, a period of five (5) days.

By February 1, 2024, Starks shall provide written proof to the Board that he has completed a training under the heading of “Diversity/Cultural Sensitivity” on the attached pre-approved Board training list (Attachment A). Starks shall pay any expense incurred. If Starks fails to satisfy this condition, Certificate Number 200401850 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200401850 shall be subject to the following probationary condition for a period of two (2) years:

1. Starks shall not receive any disciplinary action from any school district he is employed. If Starks fails to satisfy this condition, Certificate Number 200401850 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.

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

**Vote:** *Unanimous*

2355138 Stephen Thomas

Accept Agreed Order retroactively suspending Certificate Number 201185458 from March 1, 2023, through April 29, 2023, a period of sixty (60) days.

Thomas is currently not working in the education profession and has no immediate plans to return to the profession. If Thomas does return to a certified position in the future, he shall fulfill the following conditions:

1. Thomas 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 Thomas fails to satisfy this condition, Certificate Number 201185458 shall be administratively suspended for ten (10) days.

2. Thomas 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). Thomas shall pay any expense incurred. If Thomas fails to satisfy this condition prior to returning to certified employment, Certificate Number 201185458 shall be administratively suspended until such condition is satisfied.
3. Thomas shall provide written proof to the Board from a Kentucky licensed/certified therapist, as approved by the Board, that he has undergone an anger management assessment and that he is compliant with any treatment recommendations. The assessment shall occur within the sixty (60) days prior to Thomas’ submission of the assessment to the Board. Thomas shall pay any expense incurred. If Thomas fails to satisfy this condition prior to returning to certified employment, Certificate Number 201185458 shall be administratively suspended until such condition is satisfied.
4. Thomas shall provide written proof to the Board from a Kentucky licensed/certified therapist, 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 Thomas’ submission of the evaluation to the Board. Thomas shall pay any expense incurred. If Thomas fails to satisfy this condition prior to returning to certified employment, Certificate Number 201185458 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 201185458 shall be subject to the following condition for a period of two (2) years:

1. Thomas shall not receive any disciplinary action involving disparaging or inappropriate remarks to students from any school district in which he is employed. If Thomas fails to satisfy this condition, Certificate Number 201185458 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.

Thomas 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*

2355093 Briget Niehues

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201219838 is suspended beginning on January 26th, 2023 and ending on August 26th, 2023. During the suspension period, Niehues shall not work in a certified capacity.
- b. The Board reprimands Niehues for her conduct. Not only was her conduct criminal, but a B.A.C. of 0.280 represents a significant impairment of motor skills, inhibitions, and appropriate judgement that put at risk her own personal safety and the welfare of the anyone she would have encountered at school, had she not been arrested before arriving at school. That level of impairment is a serious instance of Conduct Unbecoming a Teacher. The Board will not tolerate any further incidents of misconduct from Niehues.
- c. Prior to March 2nd, 2024, Niehues shall submit written proof to the Board that s/he has completed training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Any cost for said training shall be paid for by Niehues. Failure to submit written proof of completion on or before reissuance will result in Certificate Number 201219838 being administratively suspended until such time as Niehues provides the written proof of completed training.
- d. Prior to March 2nd, 2024, Niehues shall provide written proof to the Board that undergone a “fit for duty” assessment by a qualified physician, therapist, or other

qualified provider and that she is fit to perform her duties as assigned. The assessment shall occur within the thirty (30) days prior to Respondent's submission of the assessment to the Board. Niehues shall pay any expense incurred. If Niehues fails to satisfy any portion of this condition, Certificate Number 201219838 shall not be reinstated until such condition is satisfied.

- e. Prior to March 2nd, 2024, Niehues 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. Niehues shall pay any expense incurred. If Niehues fails to satisfy any portion of this condition, Certificate Number 201219838 shall not be reinstated until such condition is satisfied.
- f. Certificate Number 201219838 shall be subject to the following conditions for a period of three (3) years from August 26th, 2023:
  - 1) If the comprehensive alcohol/substance abuse assessment recommends ongoing treatment, Niehues shall provide biannual written progress reports from a consistent counselor, beginning 6 months after the date of the assessment letter, from her counselor, until she is released from treatment. Niehues shall pay any expense incurred. If Niehues fails to satisfy this condition, Certificate Number 201219838 shall be administratively suspended until such condition is satisfied.
  - 2) Niehues shall have no further criminal convictions involving the use and/or possession of alcohol or any controlled substance. If Niehues 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 Niehues fails to satisfy this condition, Certificate Number 201219838 shall be administratively suspended pending Board review and disposition.
  - 3) Niehues 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.

- g. Niehues 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*

2254398 Broderick Simpson

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201201543 shall be suspended from June 15th, 2023 to July 15th, 2023. The Board warns Simpson to exercise better discretion in the future and will tolerate no further misconduct by Simpson.
- b. On or before January 15th, 2024, Simpson 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 two (2) trainings under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Simpson. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201201543 being administratively suspended until such time as the Board receives the written proof of completion.

- c. Certificate Number 201201543 shall be subject to the following conditions for a period of two (2) years:
  - 1) Simpson shall have no further disciplinary action from any school district in the Commonwealth of Kentucky. If Simpson fails to satisfy this condition, Certificate



Number 201201543 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.

- d. Simpson 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*

2254240 Joseph Stockton

Accept Agreed Order stating;

- a. Upon acceptance of this agreement by the Board, Certificate Number 201202016 shall be suspended from May 25th, 2024 through August 3rd, 2024. During the period of suspension, Stockton shall not work in any certified capacity.
- b. Prior to January 31st, 2024, Stockton shall submit written proof to the Board that he/she has completed the following Board-approved professional development trainings or courses:
  - 1) Six (6) hours on communicating effectively;
  - 2) “Anger Management: What it is and how to address it” on the attached pre-approved Board training list (Attachment A);  
and
  - 3) Any training under the heading “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Stockton. Failure to submit written proof of completion by the due date will result in an administrative suspension of Certificate 201202016 until the Board receives the proof.

- c. Upon reinstatement, Certificate Number 201202016 shall be subject to the following probationary conditions for four (4) years:

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

- d. Stockton is hereby warned that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

2254408 Mary Towles

Accept Agreed Order stating:

- a. Towles is reprimanded for violating the Professional Code of Ethics for misuse of school resources. The Board reminds Towles that s/he has a statutory duty to competently perform her/his duties and to follow all state statutes and regulations relating to schools. The Board will not tolerate incompetence or negligence on the part of certified teachers in the Commonwealth of Kentucky.
- b. On or before January 29th, 2024, Towles shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:
  - 1) The specific training “Appropriate Use of Technology” as previously agreed by the parties.
  - 2) Any other 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 Towles. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200103266 being administratively suspended until such time as the Board receives the written proof of completion.

c. Certificate Number 200103266 shall be subject to the following conditions for a period of two (2) years:

- 1) Towles shall have no further disciplinary action from any school district in the Commonwealth of Kentucky. If Towles fails to satisfy this condition, Certificate Number 200103266 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.

Towles 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*

2355127 Benjamin Bell

Accept Agreed Order stating Bell has provided written proof to the Board from a Kentucky licensed mental health provider that he is fit to be in the classroom, is not a danger to himself or others, and is compliant with current treatment recommendations.

Certificate Number 000060338 including any and all endorsements, is hereby subject to the following probationary conditions for a period of five (5) years:

1. On January 1st and June 1st of every year, beginning on January 1, 2024, Bell shall provide the Board with written progress reports from a licensed mental health provider that he is compliant with all treatment recommendations, until he is released from treatment. Bell shall pay any expense incurred. If Bell fails to satisfy this condition, Certificate Number 000060338 shall be administratively suspended until such condition is satisfied.
2. Bell shall not receive any disciplinary action from any school district he is employed. If Bell fails to satisfy this

condition, Certificate Number 000060338 shall be administratively suspended pending review and disposition by the Board.

“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.

- e. Bell 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*

2355149 Joseph Bostwick

Accept Agreed Order stating Bostwick voluntarily, knowingly, and intelligently surrenders Certificate Number 201189662, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future.

**Vote:** *Unanimous*

2254429 James Bush

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201177108 is retroactively suspended for thirty (30) days from July 1, 2022, to July 30, 2022.

Bush has submitted written proof to the Board that he has completed a pre-approved training entitled “Trauma Informed Classroom Management.”

Further, Certificate Number 201177108 shall be subject to the following condition for a period of two (2) years:

- 1. Bush shall not receive any disciplinary action from any school district in which he is employed. If Bush fails to satisfy this condition, Certificate Number 201177108 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.

Bush 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*

2355234 Dana Coots

Accept Agreed Order retroactively suspending Certificate Number 201162961 for forty-five (45) days from June 15, 2023 to July 29, 2023.

On or before April 1, 2024, Coots shall undergo a comprehensive substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board and submit written proof to the Board. The assessment shall occur within the thirty (30) days prior to Respondent's submission of the assessment to the Board. Any expense required for said assessment and follow-up shall be paid for by Coots. Failure to do so will result in an administrative suspension of his certificate until such condition is satisfied.

Prior to April 1, 2024, Coots 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 and the Law"; and
2. "Understanding Educator Ethics."

Any cost for said trainings shall be paid for by Coots. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201162961 being administratively suspended until such time as Coots provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201162961, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for three (3) years:

1. During the probationary period, Coots 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 201162961 being administratively suspended pending further Board review and disposition.

2. If Coots's comprehensive substance abuse assessment recommends any treatment, Coots shall submit written progress reports from a consistent licensed counselor on July 1st of each year of his probation, certifying that he is compliant with all treatment recommendations, until such time as the counselor releases him from treatment. If Coots chooses to change licensed counselors prior to completing the counselor's recommendations, he shall undergo a new comprehensive alcohol/substance abuse assessment to ensure he is compliant with all recommendations of the new counselor to ensure fulfillment of his probation requirements. Failure to do so shall result in an administrative suspension until such condition is satisfied.
3. In accordance with KRS 161.175, Coots shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Coots. Failure to abide by this condition shall result in an administrative suspension pending Board review and disposition.
4. Coots shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Coots is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Coots's certificate being automatically suspended pending Board review and disposition.

5. Coots shall submit a copy of his Kentucky State Police or Administrative Office of the Courts background check by July 1st of each year of his probation. Any expense required to satisfy this condition shall be paid by Coots. Failure to comply with this condition will result in Coots's certificate being automatically suspended until such condition is satisfied.

Coots 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*

2254750 Thomas Evans

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201214829 is permanently revoked. Evans 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*

2254482 Kyle Gray

Accept Agreed Order stating the EPSB has received proof that Gray has completed Administration Code Training as requested by the Board. As a result, Case Number 2254482 is hereby dismissed with prejudice.

**Vote:** *Unanimous*

2355213 Melissa Grubb

Accept Agreed Order suspending certificate number 200209347 from August 13, 2022 to October 13, 2022. Grubb shall neither apply for, nor be issued, a teaching, emergency and/or administrative certificate in the Commonwealth of Kentucky during the suspension period.

Prior to accepting a certified position in the Commonwealth of Kentucky, Grubb shall undergo a fit for duty assessment by a Board approved, medical professional and submit written proof to the Board that she has been found fit to perform her duties. Any expense required for said assessment and follow-up shall be paid for by Grubb. Failure to do so will result in an administrative suspension of her certificate until such condition is satisfied.

Prior to accepting a certified position in the Commonwealth of Kentucky, Grubb shall undergo a comprehensive substance abuse assessment by a Board approved, licensed counselor and submit written proof to the Board. Any expense required for said assessment and follow-up shall be paid for by Grubb. Failure to do so will result in an administrative suspension of her certificate until such condition is satisfied.

Upon accepting a certified position, Certificate number 200209347 will be on probation for a period of five (5) years with the following conditions:

1. If Grubb's substance abuse assessment recommends any treatment, Grubb shall submit written progress reports from a licensed counselor on January 1st and July 1st, each year of her probation, indicating she is continuing to be sober, until such time as the counselor releases her from treatment. Each progress report shall certify that Grubb is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Failure to do so shall result in an administrative suspension until such condition is satisfied.
2. Grubb shall submit to random alcohol screening tests, to be administered by a provider approved by the Board and shall receive no test that is positive for alcohol. Grubb shall pay any expense incurred. If Grubb fails to satisfy this condition, Certificate Number 200209347 shall be administratively suspended pending Board review and disposition.
3. Grubb shall notify the Board within thirty days of accepting a certified position in the Commonwealth of Kentucky. If Grubb fails to satisfy this condition, Certificate Number 200209347 shall be suspended for a period of ten days.
4. Grubb shall not receive any disciplinary action related to intoxication from any school district in the Commonwealth of Kentucky.

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



and upheld, if requested by either tribunal/ or arbitration process.

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

Grubb 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*

220299 Michael Hall

Accept Agreed Order stating Certificate Number 199701951 is already expired. Hall shall neither apply for, nor be issued, an emergency, teaching, and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Hall 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*

2355092 Michelle Jarvis

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200001677 is suspended from June 1st, 2024 to June 30th, 2024. Jarvis shall not be actively employed in a certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Jarvis acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- b. Jarvis is reprimanded for using inappropriate physical force to control a student's behavior. The Board reminds Jarvis that s/he has a duty to take reasonable measures to

protect the health, safety, and emotional well-being of students. In the future, Jarvis should be more cognizant of appropriate physical boundaries when disciplining a student.

- c. On or before June 30th, 2024, Jarvis 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).

Any cost for said trainings shall be paid for by Jarvis. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200001677 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 200001677 shall be subject to the following conditions for a period of two (2) years:
  - 1) Jarvis 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 Jarvis fails to satisfy this condition, Certificate Number 200001677 shall be administratively suspended pending Board review and disposition.

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

**Vote:** *Unanimous*

2355025 Charles Knapp

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 69885 is hereby voluntarily surrendered. Knapp shall immediately surrender the original and all copies of his certificate to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601. Knapp shall neither apply for nor be issued a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

**Vote:** *Unanimous*

2355162 Jerryll Knight

Accept Agreed Order reprimanding Knight for neglecting his duties. An educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When an educator fails to follow proper safety protocols, students are at risk for both emotional and physical harm. The Board will not tolerate any further incidents of misconduct from Knight.

Prior to April 1, 2024, Knight 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. A course under the “Educator Ethics” heading; and
2. “IEP Implementation: Communication and Collaboration.”

Any cost for said trainings shall be paid for by Knight. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201190326 being administratively suspended until such time as Knight provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201190326, 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, Knight 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 201190326 being administratively suspended pending further Board review and disposition.

Knight 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*

2355137 Eric Lynch

Accept Agreed Order retroactively suspending Certificate Number 201132402 for sixty (60) days from June 3, 2023 through August 1, 2023. During the suspension period, Lynch shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Lynch provided proof to the Board that he underwent a comprehensive alcohol/substance abuse assessment by Kentucky licensed counselor and followed all recommendations.

Prior to April 1, 2024, Lynch shall submit written proof to the Board that he has completed two (2) courses under the “Educator Ethics” heading on the attached pre-approved Board training list (Attachment A). Any cost for said trainings shall be paid for by Lynch. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 201132402 being administratively suspended until such time as Last provides the written proof.

Upon reinstatement, Certificate Number 201132402, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. During the probationary period, Lynch 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

201132402 being administratively suspended pending further Board review and disposition.

2. Lynch shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Lynch is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Lynch's certificate being automatically suspended pending Board review and disposition.
3. Lynch shall submit a copy of his Kentucky State Police or Administrative Office of the Courts background check by July 1st of each year of his probation. Any expense required to satisfy this condition shall be paid by Lynch. Failure to comply with this condition will result in Lynch's certificate being automatically suspended until such condition is satisfied.

Lynch 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*

2355076 Justin Mackowiak

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201223224 is permanently revoked. Mackowiak 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*

2355078 Kristin Morris

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201151762 is retroactively suspended January 27, 2023 through January 31, 2023, a period of five (5) days.

Morris is currently not working in the education profession and has no immediate plans to return to the profession. If

Morris does return to a certified position in the future, she shall fulfill the following conditions:

1. Morris 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 Morris fails to satisfy this condition, Certificate number 201151762 shall be administratively suspended for ten (10) days.
2. Morris 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). Morris shall pay any expense incurred. If Morris fails to satisfy this condition prior to returning to certified employment, Certificate Number 201151762 shall be administratively suspended until such condition is satisfied.
3. Morris 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). Morris shall pay any expense incurred. If Morris fails to satisfy this condition prior to returning to certified employment, Certificate Number 201151762 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 201151762 shall be subject to the following condition for a period of two (2) years:

1. Morris shall not receive any disciplinary action from any school district in which she is employed. If Morris fails to satisfy this condition, Certificate Number 201151762 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.

Morris 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*

2355087 Elizabeth Mullen

Accept Agreed Order reprimanding Mullen for exercising poor professional judgment. The Board reminds Mullen 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 from Mullen.

Mullen provided proof that she has completed a Board approved course on classroom management. Prior to May 1, 2024, Mullen shall submit written proof to the Board that she has completed a course under the “Educator Ethics” heading on the attached pre-approved Board training list (Attachment A). Any cost for said trainings shall be paid for by Mullen. Failure to submit written proof of completion prior to May 1, 2024 will result in Certificate Number 201226262 being administratively suspended until such time as Mullen provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201226262, 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, Mullen 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 201226262 being administratively suspended pending further Board review and disposition.

Mullen 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*

2354918 John P’Simer

Accept Agreed Order stating:

- a. P’Simer is hereby reprimanded for exercising poor professional judgement. The Board reminds P’Simer that s/he 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 P'Simer.

- b. Upon acceptance of this agreement by the Board, Certificate Number 199603463 shall be suspended from May 25th, 2024 to July 24th, 2024. P'Simer shall not work in a certified capacity in the Commonwealth of Kentucky during the suspension period.
- c. Prior to July 24th, 2024, P'Simer shall submit written proof to the Board that s/he has completed the following trainings:
  - 1) Any training on the topic of "Educator Ethics." Trainings can be selected from the attached pre-approved Board training list (Attachment A), or P'Simer may petition the Board for pre-approval of different trainings by following the process outlined on the Board's website.

Any cost for said trainings shall be paid for by P'Simer. Failure to submit written proof of completion on or before the due date will result in Certificate Number 199603463 being administratively suspended until such time as P'Simer provides the written proof.

- d. P'Simer has already submitted written proof of completed trainings on the topics of "Zones of Regulation," "Intro to Behavior Reinforcement," and "De-escalation Strategies" that are satisfactory to the Board.
- e. Upon acceptance of this agreement by the Board, Certificate Number 199603463 shall be subject to the following conditions for a period of two (2) years:
  - 1) During the probationary period, P'Simer 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 uphold any of the above conditions will result in Certificate Number 199603463 being administratively suspended pending further Board review and disposition.

- e. P'Simer is aware that should s/he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

2355202 Kenney Shields

Accept Agreed Order stating Certificate Number 199603340 shall be suspended for one (1) year beginning on July 1, 2023. During the suspension period, Shields shall not apply for nor accept any certified positions in the Commonwealth of Kentucky, and Shields shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to reinstatement, Shields 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. "Appropriate Student Teacher Boundaries"; and
4. "Setting and Maintaining Ethical Boundaries."

Any cost for said trainings shall be paid for by Shields. If Shields fails to satisfy any portion of this condition, Certificate Number 199603340 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 199603340, 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, Shields 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 199603340 being administratively suspended pending further Board review and disposition.

Shields 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*

220287 Anthony Springate

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201231798 is voluntarily surrendered. Springate shall immediately surrender the original and all copies of his certificate to the Education Professional Standards Board, 300 Sower Blvd, Fifth Floor, Frankfort, Kentucky 40601. Springate shall neither apply for nor be issued a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

**Vote:** *Unanimous*

2355208 Gregory Taphouse

Accept Agreed Order retroactively suspending Certificate Number 201184018 for thirty (30) days from May 1, 2023 to May 31, 2023. During the suspension period, Taphouse shall not perform any duties in a certified position in the Commonwealth of Kentucky.

The Board reprimands Taphouse for exercising poor professional judgment, and for failing to uphold the dignity and integrity of the teaching profession. An educator in the Commonwealth of Kentucky has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students, and to set a positive example for students. When an educator fails to maintain order in his classroom, students are at risk for both emotional and physical harm. Students cannot learn in a disorderly environment and will not respect an educator who fails to appropriately manage the classroom. The Board will not tolerate any further incidents of misconduct from Taphouse.

On or before March 1, 2024, Taphouse 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;
2. educator ethics; and
3. bullying prevention

Any cost for said trainings shall be paid for by Taphouse. Failure to submit written proof of completion on or before March 1, 2024 will result in Certificate Number 201184018 being administratively suspended until such time as Taphouse provides the written proof.

Upon acceptance of this Agreed Order by the Board, Certificate Number 201184018, including any and all endorsements, is hereby subject to the following probationary conditions for a period of five (5) years:

1. During the probationary period, Taphouse 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 201184018 being administratively suspended pending further Board review and disposition.

Taphouse 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*

2355211 Madelaine Wickham

Accept Agreed Order suspending Certificate Number 200205106 for five (5) days from December 25, 2023 through December 29, 2023. During the suspension period, Wickham shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to April 1, 2024, Wickham 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. A course under the “Educator Ethics” heading;
2. “Multicultural Education: Leading to Just Schools 6-hour Series”; and
3. “Asset-Based, Student-Centered Learning Environments.”

Any cost for said trainings shall be paid for by Wickham. Failure to submit written proof of completion prior to April 1, 2024 will result in Certificate Number 200205106 being administratively suspended until such time as Wickham provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200205106, 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, Wickham 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 200205106 being administratively suspended pending further Board review and disposition.

Wickham 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*

2254720 Autumn Wilkins

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200143175 is suspended from June 1st, 2023 to July 31st, 2023. Wilkins shall not be actively employed in a certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for

services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Wilkins acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

- b. Wilkins is hereby reprimanded for using unprofessional and disrespectful communication when dealing with students. The Board warns Wilkins to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Wilkins.
- c. On or before June 30th, 2024, Wilkins 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).

Any cost for said trainings shall be paid for by Wilkins. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200143175 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 200143175 shall be subject to the following conditions for a period of two (2) years:
  - 1) Wilkins 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 Wilkins fails to satisfy this condition, Certificate Number 200143175 shall be administratively suspended pending Board review and disposition.

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

**Vote:** *Unanimous*

2254483 Jerry Foster

Accept Agreed Order stating the EPSB has received proof that Foster has completed Administration Code Training as requested by the Board. As a result, Case Number 2254483 is hereby dismissed with prejudice.

**Vote:** *Unanimous*

**Recommended Order**

**Case Name**

CF 2254694 Ralph Stone

**Decision**

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that this matter be dismissed with prejudice.

**Vote:** *Unanimous*

2202131 Scotty Martin

Accept the hearing officer's Findings of Fact and Conclusions of Law. Modify the Recommended Order to retain the permanent revocation but delete paragraph a. and 1., which reads as follows:

Certificate number 29397 shall be permanently revoked. Respondent shall neither apply for nor be issued a teaching, administrative, or emergency substitute certificate in the Commonwealth of Kentucky for the remainder of his lifetime. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first-class mail, to the Education Professional Standards Board, 300 Sower Blvd., 5th Floor, Frankfort, Kentucky 40601.

- a. If the Respondent fails to satisfy any of these conditions, Certificate Number 201104042 shall automatically be suspended pending review by the Board and subject to additional sanctions by

the Board pursuant to KRS 161.120.

1. Should the Respondent violate KRS 161.120 in the future, such violation shall constitute a new charge and the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

2254303 John Gallo

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 201165082 is expired. Respondent, JOHN GALLO, shall not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by the Respondent, or on his behalf, shall be denied.

**Vote:** *Unanimous*

**Motion to Reconsider**

**Case Number**

17101409 Janet Allen

**Decision**

Defer consideration of the motion.

**Vote:** *Unanimous*

2254491 Norma Lawless

Approve the motion to remove Respondent's admonishment and dismiss Respondent's case with prejudice.

**Vote:** *Unanimous*

2354925 Cameron Nolan

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 Mr. Elijah Edwards seconded by Ms. Amber Snell, to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 3:44 p.m.

**Initial Case Review**  
**Case Number**

**Decision**