

*The actions delineated below were taken in open session of the EPSB at the December 11, 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 12:05 p.m. ET. Chair Justin Mitchell read the mission statement to the EPSB and audience.

**Roll Call**

The following Board members were present during the December 11, 2023, EPSB meeting: Amanda Ellis, Diane Berry, Cathy Gunn, C.J. Fryer, Priscilla Keller, Amy Lingo, Jacqueline Mayfield, Corinne Murphy, Lisa Rudzinski, Amber Snell, Vice-Chair Weedman, and Chair Justin Mitchell.

CPE: Amanda Ellis

Cabinet: Absent

**Consent Items**

Approval of October 9, 2023, EPSB Meeting Minutes  
Approval of November 2, 2023, EPSB Meeting Minutes  
Approval for the Training Submitted by the Professional Learning Board  
Approval for the Student Supervision Training Submitted by ACE Education Services  
Approval for the Educator Ethics Training Additions Submitted by ACE Education Services  
Option 9 Application, Henry County Schools and Eastern Kentucky University  
Option 9 Application, Powell County Schools and Midway University  
Option 9 Application, Bourbon County Schools and Morehead State University  
Option 9 Application, Raceland-Worthington Independent Schools and Morehead State University  
Option 9 Application, Campbell County Schools and Northern Kentucky University  
Option 9 Application, Bell County Schools and University of the Cumberlands  
Option 9 Application, Boone County Schools and University of the Cumberlands  
Option 9 Application, Fleming County Schools and University of the Cumberlands  
Option 9 Application, Hickman County Schools and University of the Cumberlands  
Option 9 Application, Monroe County Schools and University of the Cumberlands  
Option 9 Application, Owsley County Schools and University of the Cumberlands  
Option 9 Application, Raceland-Worthington Schools and University of the Cumberlands  
Option 9 Application, Shelby County Schools and University of Louisville  
Boyce College Program Approval: Secondary English and Social Studies Programs  
Kentucky Educational Development Corporation: Literacy CEO Plan II Proposal

Northern Kentucky Cooperative for Educational Services: Literacy CEO Plan II Proposal  
West Kentucky Educational Cooperative: Literacy CEO Plan II Proposal

**2023-214**

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

**Vote:** Unanimous

**Report from the Commissioner**

Interim Commissioner Robin Kinney gave an update from the Kentucky Department of Education.

**Report from the Chair**

Chair Mitchell thanked Interim Commissioner Kinney for joining the meeting.

**Information/Discussion Items**

16 KAR 2:120, Certification Requirements for Teachers of Exceptional Children, Amendment  
Cassie Trueblood presented amendments to 16 KAR 2:120 for a first reading.

**Action Items**

16 KAR 4:020, Certification Requirements for Teachers of Exceptional Children, Amendment  
**2023-215**

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

**Vote:** Unanimous

EPSB Goals and Legislative Priorities

**2023-216**

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

**Vote:** Unanimous

Early Literacy Assessments

**2023-217**

*Motion made by Captain Lisa Rudzinski, seconded by Dr. Corrine Murphy, to approve.*

**Vote:** Unanimous

Expanded Assessment Options

**2023-218**

*Motion made by Dr. Corrine Murphy, seconded by Ms. Amber Snell, to extend -1 SEM and the pilot of the PPAT through December 31, 2024.*

**Vote:** Unanimous

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

**2023-219**

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

**Vote:** Unanimous

Option 7 Institute Proposal, iteach

**2023-220**

*Motion made by Ms. Sarah Weedman, seconded by Ms. Jacqueline Mayfield, to deny. Motion made by Ms. Sarah Weedman to revise the motion and defer consideration of the proposal for additional information and to allow iteach the opportunity to attend the next meeting, seconded by Dianne Berry.*

**Vote:** Unanimous

**Waivers**

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

**2023-221**

*Motion made by Mr. C.J. Fryer, seconded by Ms. Amber Snell, to approve.*

**Vote:** Unanimous

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

**2023-222**

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

**Vote:** Unanimous

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

**2023-223**

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

**Vote:** Unanimous

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

**2023-224**

*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, CeCoiya Johnson

**2023-225**

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

**Vote:** Unanimous

**Alternative Routes**

Kelly Birge, English, Grades 5-9

**2023-226**

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

**Vote:** Unanimous

Jamayne West, Health and Physical Education, All Grades

**2023-227**

*Motion made by Captain Lisa Rudzinski, seconded by Ms. Priscilla Keller, to approve.*

**Vote:** *Unanimous*

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

**Vote:** *Unanimous*

*Motion made by Mr. Christopher J. Fryer seconded by Captain Lisa Rudzinski, to return to open session.*

**Vote:** *Unanimous*

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

Diane Berry, Christopher J. Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Jacqueline Mayfield, Justin Mitchell, Corinne Murphy, Lisa Rudzinski, and Amber Snell.

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

**Initial Case Review**

| <b><u>Case Number</u></b> | <b><u>Decision</u></b> |
|---------------------------|------------------------|
| 2355535                   | Defer for Training     |
| 2355527                   | Defer for Training     |
| 2355320                   | Defer for Training     |
| 2355351                   | Attorney Review        |
| 2355139                   | Dismiss w/Prejudice    |
| 2355459                   | Attorney Review        |
| 2355523                   | Attorney Review        |
| 2355458                   | Attorney Review        |
| 2355452                   | Attorney Review        |
| 2355450                   | Attorney Review        |
| 2355365                   | Admonish               |
| 2355363                   | Attorney Review        |
| 2355356                   | Attorney Review        |
| 2355355                   | Attorney Review        |
| 2355353                   | Attorney Review        |
| 2355291                   | Attorney Review        |
| 2355457                   | Attorney Review        |
| 2355467                   | Attorney Review        |
| 2355448                   | Attorney Review        |
| 2355380                   | Attorney Review        |
| 2355379                   | Dismiss w/Prejudice    |
| 2355536                   | Dismiss w/Prejudice    |
| 2355357                   | Admonish               |

|         |                     |
|---------|---------------------|
| 2355298 | Dismiss w/Prejudice |
| 2355287 | Attorney Review     |
| 2355352 | Attorney Review     |
| 2355453 | Attorney Review     |
| 2355318 | Admonish            |
| 2355358 | Admonish            |
| 2355367 | Dismiss w/Prejudice |
| 2355368 | Dismiss w/Prejudice |
| 2355370 | Defer for Training  |
| 2355451 | Dismiss w/Prejudice |
| 2355163 | Refer to Hearing    |
| 2355055 | Refer to Hearing    |
| 2355267 | Refer to Hearing    |
| 2355411 | Refer to Hearing    |
| 220297  | Refer to Hearing    |
| 2254227 | Refer to Hearing    |
| 2254731 | Refer to Hearing    |
| 2254824 | No Further Action   |
| 2254335 | Refer to Hearing    |
| 2355058 | Refer to Hearing    |
| 2354982 | Refer to Hearing    |
| 2254751 | Refer to Hearing    |
| 2254583 | Dismiss w/Prejudice |
| 2354904 | Dismiss w/Prejudice |
| 2354929 | Dismiss w/Prejudice |
| 2354970 | Dismiss w/Prejudice |
| 2203267 | DWOP                |
| 2354905 | DWOP                |
| 2354907 | Admonish            |
| 2254856 | Admonish            |
| 2254845 | Admonish            |
| 2254748 | Admonish            |
| 2355224 | Dismiss w/Prejudice |
| 2355222 | Dismiss w/Prejudice |
| 2355221 | Dismiss w/Prejudice |
| 2355075 | Dismiss w/Prejudice |

**Character/Fitness Review**

| <b><u>Case Number</u></b> | <b><u>Decision</u></b> |
|---------------------------|------------------------|
| 2355498                   | Approve                |
| 2355500                   | Defer                  |
| 2355503                   | Approve                |
| 2355504                   | Approve                |
| 2355551                   | Approve                |
| 2355502                   | Approve                |
| 2355492                   | Deny                   |

|         |                        |
|---------|------------------------|
| 2355554 | Approve                |
| 2355610 | Approve                |
| 2355620 | Approve                |
| 2355032 | Approve (w/conditions) |
| 2355624 | Approve (w/conditions) |
| 2355419 | Approve                |
| 2355499 | Approve                |
| 2355505 | Approve                |
| 2355506 | Deny                   |
| 2355507 | Approve                |
| 2355550 | Approve                |
| 2355560 | Approve                |
| 2355561 | Approve                |
| 2355596 | Deny                   |
| 2355597 | Approve                |
| 2355605 | Deny                   |
| 2355606 | Approve                |
| 2355607 | Approve                |
| 2355552 | Deny                   |
| 2355613 | Approve                |
| 2355616 | Approve                |
| 2355617 | Approve                |
| 2355618 | Approve                |
| 2355501 | Deny                   |
| 2355611 | Approve                |

**Agreed Orders**

**Case Number**

20121591 Tiffany Graves

**Decision**

Accept Agreed Order suspending Certificate Number 201123008 forty-five (45) days from June 10, 2021 to July 25, 2021. Graves shall not be employed in a certified position during the suspension period.

On or before March 1, 2024, Graves shall submit written proof to the Board that she 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).

Any cost for said trainings shall be paid for by Graves. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201123008

being administratively suspended until such time as the Board receives the written proof of completion.

Certificate Number 201123008, including any and all endorsements, is hereby subject to the following probationary condition for a period of five (5) years:

1. In accordance with KRS 161.175, Graves 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 Graves. Failure to abide by this condition shall result in an administrative suspension pending Board review and disposition.
2. During the probationary period, Graves 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 201123008 being administratively suspended pending further Board review and disposition.

Graves 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*

2355433 Eryk McDaniel

Accept Agreed Order stating McDaniel shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and by June 1, 2023, and has completed the following:

1. McDaniel 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):
  - a. “Educator Ethics & the Law”;
  - b. “Understanding Educator Ethics”;
  - c. “Professional Code of Ethics for Kentucky School Certified Personnel”;

Any cost for said trainings shall be paid for by McDaniel.

Any and all certificates issued to McDaniel shall be subject to a ten (10) year probationary period with the following conditions:

1. McDaniel 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 McDaniel 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 McDaniel’s certificate being automatically suspended pending Board review and disposition.
2. During the probationary period, McDaniel 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 comply with this condition will result in McDaniel’s certificate being automatically suspended pending Board review and disposition.
3. McDaniel shall submit a copy of his 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 McDaniel. Failure to comply with this



condition will result in McDaniel's certificate being automatically suspended until such condition is satisfied.

McDaniel 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 (Mr. Fryer recused)*

2355444 Mary Houchens

Accept Agreed Order stating upon acceptance of this agreement by the Board, Houchens shall be issued the Option 5 teaching certification she applied for on September 4, 2023, subject to the following conditions:

1. Within sixty (60) days of the issuance of the emergency substitute certificate, Houchens 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) . Houchens shall pay any expense incurred. If Houchens fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until such condition is satisfied.

Finally, upon issuance, any and all certificates issued to Houchens shall be subject to the following probationary conditions for a period of five (5) years:

1. Houchens shall have no further criminal convictions. If Houchens is convicted of, or enters a guilty or no contest plea, to any criminal charge, she shall notify the Board in writing within thirty (30) days. Violation of this provision shall result in any and all certificates issued to her being administratively suspended pending Board review and disposition.
2. On June 1st, each year of probation, Houchens shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts. Any expense required to satisfy this condition shall be paid by Houchens. Failure to comply with this condition shall result in an administrative suspension until Houchens is compliant.

**Vote:** *Unanimous*

2254843 Laura Connolly

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

**Vote:** *Unanimous*

2355203 Judith Paul

Accept Agreed Order suspending Certificate Number 200100520 for five (5) days from December 25, 2023 through December 30, 2023. During the suspension period, Paul shall not apply for nor accept any certified positions in the Commonwealth of Kentucky and Paul shall not perform any duties in a certified position in the Commonwealth of Kentucky.

The Board reprimands Paul for her lack of professional judgment regarding her inappropriate comment and failure to maintain composure. The Board reminds Paul 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 June 1, 2024, Paul 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"; and
2. "Professional Code of Ethics for Kentucky School Certified Personnel."

Any cost for said trainings shall be paid for by Paul. Failure to submit written proof of completion prior to June 1, 2024 will result in Certificate Number 200100520 being administratively suspended until such time as Paul provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200100520, 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, Paul 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 200100520 being administratively suspended pending further Board review and disposition.

Paul 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 (Mr. Fryer recused)*

2355359 Scott Melton

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate number 200100520 is retroactively suspended beginning May 20, 2023 to May 23, 2023. Melton shall not be actively employed in a certified position 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. Melton acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this agreement.

Prior to June 1, 2024, Melton 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;
2. “Positive Professional Relationships”; and
3. “Developing a Healing-Centered Self Care Practice.”

Any cost for said trainings shall be paid for by Melton. Failure to submit written proof of completion prior to June 1, 2024 will result in Certificate Number 200100520 being administratively suspended until such time as Melton provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200100520, 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, Melton 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 200100520 being administratively suspended pending further Board review and disposition.

Melton 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*

2355305 Christopher Powers

Accept Agreed Order reprimanding Powers for engaging in an extramarital affair with a subordinate employee. The Board directs and Powers acknowledges that he, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. The Board urges Powers to exercise better judgment going forward. The Board will not tolerate any further incidents of misconduct from Powers.

Prior to June 1, 2024, Powers 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. "Professional Code of Ethics for Kentucky School Certified Personnel";
2. "Educator Ethics & the Law";
3. "Understanding Educator Ethics"; and
4. "Sexual Harassment in the Workforce Training."

Any cost for said trainings shall be paid for by Powers. Failure to submit written proof of completion prior to June 1, 2024 will result in Certificate Number 200219005 being

administratively suspended until such time as Powers provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200219005, 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, Powers 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 200219005 being administratively suspended pending further Board review and disposition.

Powers 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*

2355375 David Dixon

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200703638 is permanently revoked. Dixon 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*

2355377 Ashley Wells

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200306064 is permanently revoked. Wells 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*

2355309 Rebecca Nistrath

Accept Agreed Order stating Nistrath shall neither apply for, nor be issued any Certificate for Teaching Exceptional Children – Moderate and Severe Disabilities, Grades Primary Through 12 in the Commonwealth of Kentucky at

any time in the future. If Niestrath violates this provision, then Certificate Number 201163940, Certificate for Teaching Exceptional Children – Moderate and Severe Disabilities, Grades Primary Through 12, shall be automatically permanently revoked, and/or any application for School Certificate for Teaching Exceptional Children – Moderate and Severe Disabilities, Grades Primary Through 12 shall be denied. Niestrath is permitted to retain her other certifications designated under Certificate Number 201163940.

Prior to June 1, 2024, Niestrath 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. “Roadblocks to Effective Communication”; and
3. “Functional Behavior Assessment and Intervention Plans.”

Any cost for said trainings shall be paid for by Niestrath. Failure to submit written proof of completion prior to June 1, 2024 will result in Certificate Number 201163940 being administratively suspended until such time as Niestrath provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201163940, 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, Niestrath 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 201163940 being administratively suspended pending further Board review and disposition.

Niestrath 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*

2355156 Alex Taylor

Accept Agreed Order retroactively suspending Certificate Number 201150982 from July 1, 2023, through July 30, 2023, a period of thirty (30) days.

Prior to April 1, 2024, Taylor 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). Taylor shall pay any expense incurred. If Taylor fails to satisfy this condition, Certificate Number 201150982 shall be administratively suspended until such condition is satisfied.

Prior to April 1, 2024, Taylor shall provide written proof to the Board that he has completed a training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A). Taylor shall pay any expense incurred. If Taylor fails to satisfy this condition, Certificate Number 201150982 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201150982 shall be subject to the following condition for a period of two (2) years:

1. Taylor shall not receive any disciplinary action from any school district in which he is employed. If Taylor fails to satisfy this condition, Certificate Number 201150982 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.

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

**Vote:** *Unanimous*

2355364 Michael Mascardo

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201123456 is permanently revoked. Mascardo 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. Mascardo 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.

Mascardo 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*

2355016 Barbi Mercer

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 000066763 shall be retroactively suspended from April 13, 2022 to July 13, 2022, for a period of three (3) months.

Mercer provided written proof to the Board that she completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, which resulted in ongoing treatment recommendations. Mercer has been compliant with the recommendations.

Prior to February 1, 2024, Mercer shall provide 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). Mercer shall pay any expense incurred. If Mercer fails to satisfy this condition, Certificate Number 000066763 shall be administratively suspended until such condition is satisfied.

Finally, Certificate number 000066763, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. Beginning on January 1, 2024, Mercer shall submit written progress reports from a 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 Mercer fails to satisfy any of these conditions, any and all certificates issued to her shall be administratively suspended until such conditions are satisfied.

2. Mercer shall not receive any disciplinary action from any school district in which she is employed. If Mercer 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.

Mercer 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*

220283 Kimberly Tinsley

Accept Agreed Order stating Tinsley voluntarily, knowingly, and intelligently surrenders Certificate Number 201173751, 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. Tinsley 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*

2355056 Michelle Turner

Accept Agreed Order stating upon acceptance of this agreement by the Board, Turner shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 200227957. Upon the natural expiration of Certificate Number 200227957, Turner shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. If Turner violates this agreement, Certificate Number 200227957 shall be automatically permanently

revoked, and/or any application for certification shall be denied.

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

**Vote:** *Unanimous*

2355330 Donald Morehead

Accept Agreed Order stating upon acceptance of this agreement by the Board, Morehead shall be issued the emergency substitute certificate he applied for on July 21, 2023, subject to the following conditions:

1. Within sixty (60) days of the issuance of the emergency substitute certificate, Morehead 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) . Morehead shall pay any expense incurred. If Morehead fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended until such condition is satisfied.
2. Within sixty (60) days of the issuance of the emergency substitute certificate, Morehead shall submit written proof to the Board that he has completed a three (3) hour training on the subject of “Fiscal Management” as approved by the Board. Morehead shall complete a pre-approved course or 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). Morehead shall pay any expense incurred. If Morehead 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 Morehead shall be subject to the following permanent conditions:

1. Morehead shall not handle school or student funds in any capacity. If Morehead fails to satisfy this condition, any and all certificates issued to him shall

be administratively suspended pending Board review and disposition.

2. By June 1 of each year of his employment in a certified role, Morehead shall submit a letter to the Board from his supervisor confirming that he did not handle school or student funds in any capacity during the school year. If Morehead fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. Morehead shall not receive any disciplinary action from any school district in which he is employed. If Morehead 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*

20071265 John Muench Sr.

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199802458 is suspended for a period of ten (10) days. Muench shall not work in a certified position during the suspension period.

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

1. Muench 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 Muench fails to satisfy this condition, Certificate Number 199802458 shall be administratively suspended for ten (10) days.
2. Within thirty (30) days of returning to a certified position, Muench 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). Muench shall pay any expense incurred. If Muench fails to satisfy this condition, Certificate Number 199802458 shall be administratively suspended until such condition is satisfied.

3. Within thirty (30) days of returning to a certified position, Muench 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). Muench shall pay any expense incurred. If Muench fails to satisfy this condition, Certificate Number 199802458 shall be administratively suspended until such condition is satisfied.

Further, upon returning to certified employment, Certificate Number 199802458 shall be subject to the following probationary condition for a period of two (2) years:

1. Muench shall not receive any disciplinary action from any school district he is employed. If Muench fails to satisfy this condition, Certificate Number 199802458 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.

Muench 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*

2355090 Kenetta Carey

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200218012 is suspended from January 1st, 2024 to April 1st, 2024. Carey 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. Carey 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. Carey is hereby reprimanded for failing to exercise appropriate care in handling funds on behalf of a school organization. The Board warns Carey to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Carey.
- c. On or before April 1st, 2024, Carey 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) The specific training “Fiscal Management 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 Carey. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200218012 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Prior to April 1st, 2024, Carey shall provide written proof to the Board that undergone a “fit for duty” assessment by a qualified physician, therapist, or other qualified health or mental health provider and that she is fit to perform her duties as assigned. The assessment shall occur within the sixty (60) days prior to

Respondent's submission of the assessment to the Board. Carey shall pay any expense incurred. If Carey fails to satisfy any portion of this condition, Certificate Number 201219838 shall not be reinstated until such condition is satisfied.

e. Certificate Number 200218012 shall be subject to the following conditions for a period of five (5) years:

1) Carey 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 Carey fails to satisfy this condition, Certificate Number 200218012 shall be administratively suspended pending Board review and disposition.

f. Carey 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*

2254396 Randy Miller

Accept Agreed Order stating upon acceptance of this agreement by the Board, Miller shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 199602096. Upon the natural expiration of Certificate Number 199602096, Miller shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. If Miller violates this agreement, Certificate Number 199602096 shall be automatically permanently revoked, and/or any application for certification shall be denied.

**Vote:** *Unanimous*

2355023 Alan Ferguson

Accept Agreed Order stating:

- a. Ferguson is hereby reprimanded for exercising poor professional judgement. The Board reminds Ferguson 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 Ferguson.
- b. Upon acceptance of this agreement by the Board, Certificate Number 199802507 shall be suspended from July 1st, 2024 to July 31st, 2024. Ferguson shall not be actively employed in 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. Ferguson 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.
- c. Prior to January 31st, 2024, Ferguson 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 of “Classroom Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Ferguson. Failure to submit written proof of completion on or before reissuance will result in Certificate Number 199802507 being administratively suspended until such time as Ferguson provides the written proof.

- d. On or before January 31st, 2024, Ferguson shall undergo a comprehensive anger management 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 Ferguson. If Ferguson fails to satisfy this condition, Certificate Number 199802507 shall be administratively suspended. If Ferguson's anger management assessment recommends any ongoing treatment, Ferguson shall submit bi-annual written progress reports from a consistent licensed counselor, each 6 months of his probation, certifying that he is compliant with all treatment recommendations, until such time as the counselor releases him from treatment. If Ferguson fails to satisfy this condition, Certificate Number 199802507 shall be administratively suspended until such condition is satisfied.

- e. Upon acceptance of this agreement by the Board, Certificate Number 199802507 shall be subject to the following conditions for a period of two (2) years:
  - 1) During the probationary period, Ferguson 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 199802507 being administratively suspended pending further Board review and disposition.

- f. Ferguson 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*

2355065 Mary Stuedle

Accept Agreed Order stating:

- a. Stuedle is hereby reprimanded for exercising poor professional judgement. The Board reminds Stuedle 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 Stuedle.

- b. Upon acceptance of this agreement by the Board, Certificate Number 200107411 shall be suspended from June 17th, 2024 to June 21st, 2024. Stuedle shall not work in a certified capacity in the Commonwealth of Kentucky during the suspension period.
- c. Prior to January 31st, 2024, Stuedle shall submit written proof to the Board that s/he has completed the following trainings:
  - 1) 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 Stuedle. Failure to submit written proof of completion on or before reissuance will result in Certificate Number 200107411 being administratively suspended until such time as Stuedle provides the written proof.

- d. Stuedle has already submitted written proof of completed training on the topics of “Safe Crisis Management (Non-Physical)” that is satisfactory to the Board.
- e. Stuedle 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*

20101431 Sanford Holbrook

Accept Agreed Order stating Respondent’s Professional Certificate For Instructional Leadership--School Superintendent is hereby suspended for a period of six (6) months beginning June 1, 2024. Holbrook agrees not to perform in a superintendent position during the suspension period.

Holbrook has completed Professionalism Training and provided written proof to the Board.

Prior to reinstatement, Holbrook shall provide written proof to the Board that he has completed a professional development course on Educator Ethics. Holbrook shall pay any expense incurred. If Holbrook fails to satisfy this condition, Certificate Number 199901843 shall not be reinstated until such condition is satisfied.

Prior to reinstatement, Holbrook shall provide written proof to the Board that he has completed a professional development course on State School Law. Holbrook shall pay any expense incurred. If Holbrook fails to satisfy this condition, Certificate Number 199901843 shall not be reinstated until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 199901843, shall be subject to the following conditions for a period of ten (10) years:

1. Holbrook shall not receive any disciplinary action from any school district in which he is employed. If Holbrook fails to satisfy this condition, Certificate Number 199901843 shall be automatically suspended pending Board review and disposition.

“Disciplinary action” shall include resignation under allegations of misconduct, termination, suspension, or 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.

Holbrook 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*

2254824 Bridgett Duke

Accept Agreed Order stating by June 1, 2024, Duke shall provide written proof to the Board that he has completed a training under the heading of “Harassment” on the attached

pre-approved Board training list (Attachment A). Duke shall pay any expense incurred. If Duke fails to satisfy this condition, Certificate Number 201152592 shall be administratively suspended until such condition is satisfied.

By June 1, 2024, Duke 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). Duke shall pay any expense incurred. If Duke fails to satisfy this condition, Certificate Number 201152592 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201152592 shall be subject to the following condition for a period of five (5) years:

1. Duke shall not receive any disciplinary action from any school district in which she is employed. If Duke fails to satisfy this condition, Certificate Number 201152592 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.

Duke 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*

2354987 Margaret Brown

Accept Agreed Order stating Brown voluntarily, knowingly, and intelligently surrenders Certificate Number 201240416, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Brown shall immediately surrender the original and all copies of 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*

2355155 Wendy Carlton

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200206051 is suspended from December 19, 2022 to December 23, 2022. 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. Carlton acknowledges it is her responsibility to consult with her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Carlton has provided proof that she has completed six (6) hours of Equity: Multicultural Awareness Leading to Just Schools.

Further, Certificate Number 200206051 shall be subject to the following probationary condition for a period of two (2) years:

1. Carlton shall not receive any disciplinary action from any school district she is employed. If Carlton fails to satisfy this condition, Certificate Number 200206051 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.

Carlton 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*

2355345 Kayce Gibbs

Accept Agreed Order stating upon acceptance of this agreement by the Board, Gibbs shall be issued an emergency substitute teaching certification she applied for on August 3, 2023, subject to the following conditions:

1. Within sixty (60) days of the issuance of the emergency substitute certificate, Gibbs 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) . Gibbs shall pay any expense incurred. If Gibbs fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until such condition is satisfied.
2. Within sixty (60) days of the issuance of the emergency substitute certificate, Gibbs shall submit 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) . Gibbs shall pay any expense incurred. If Gibbs fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until such condition is satisfied.

Finally, upon issuance, any and all certificates issued to Gibbs shall be subject to the following probationary conditions for a period of five (5) years:

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

**Vote:** *Unanimous* (Ms. Lingo recused)

2355072 Corbin Marshall

Accept Agreed Order stating Marshall voluntarily, knowingly, and intelligently surrenders Certificate Number 201154138, 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*

Accept Agreed Order stating Kennedy is currently retired with no plans to return to the education profession. However, Certificate Number 200156904 shall be suspended for thirty (30) days from January 1, 2024 to January 30, 2024. During the suspension period, Kennedy shall not apply for nor accept any certified positions in the Commonwealth of Kentucky and Kennedy shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to reinstatement, Kennedy 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. Three (3) hours of courses under the “Educator Ethics” heading;
2. “Creating a Safe and Equitable Learning Environment”;
3. “Diversity, Equity, and Cultural Competence in Classroom Instruction”; and
4. “Cultural Sensitivity Training for Kentucky School Certified Personnel.”

Any cost for said trainings shall be paid for by Kennedy. If Kennedy fails to satisfy any portion of this condition, Certificate Number 200156904 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200156904, 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, Kennedy 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 200156904 being administratively suspended pending further Board review and disposition.

Kennedy 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*

2355292 Brandon Poole

Accept Agreed Order stating upon acceptance of this Agreement by the Board, Certificate Number 201115963 shall be revoked for four (4) years beginning on September 1, 2022. Poole 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, Poole shall comply with the following conditions prior to reissuance of Certificate Number 201115963:

1. Prior to reissuance, Poole 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):
  - a. “Educator Ethics & the Law”;
  - b. “Understanding Educator Ethics”;
  - c. “Setting and Maintaining Ethical Boundaries”;
  - and
  - d. “Recognizing Early-onset Mental Health Disorders.”

Any cost for said trainings shall be paid for by Poole. If Poole fails to satisfy any portion of this condition, Certificate Number 201115963 shall not be reissued until such condition is satisfied.

2. Poole 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 Poole’s application for certification. Poole shall pay an expense incurred. If Poole fails to satisfy this condition

prior to applying for reissuance, any such applications will be automatically denied.

3. Poole shall submit written proof to the Board from a licensed/certified physician, as approved by the Board, that he has complied with a comprehensive health evaluation and is physically and mentally fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. The health evaluation shall be dated within sixty (60) days of Poole's application for certification. Poole shall pay any expense incurred. If Poole fails to satisfy this condition prior to applying for reissuance, any such applications will be automatically denied.

Upon reissuance, Certificate Number 201115963 shall be subject to the following permanent probationary conditions:

1. Any time Poole is employed in a certified position, Poole shall provide written proof to the Board from a licensed/certified physician, as approved by the Board, that he has complied with a comprehensive health evaluation and is physically and mentally fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations on or before August 1st of the school year in which he is employed until the licensed/certified physician releases Poole from treatment. Poole shall pay any expense incurred. If Poole fails to satisfy this condition, Certificate Number 201115963 shall be administratively suspended pending Board review and disposition.
2. Any time Poole is employed in a certified position, Poole shall provide written proof to the Board from a licensed/certified psychologist/psychiatrist, as approved by the Board, that he has complied with a comprehensive mental health evaluation and is mentally fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations on or before August 1st of the school year in which he is employed until the licensed/certified psychologist/psychiatrist releases Poole from treatment. Poole shall pay any expense incurred. If Poole fails to



satisfy this condition, Certificate Number 201115963 shall be administratively suspended pending Board review and disposition.

3. During the probationary period, Poole 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 201115963 being administratively suspended pending further Board review and disposition.

Poole 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*

2355150 Cassandra Owens

Accept Agreed Order stating upon acceptance of this agreement by the Board, Owens is reprimanded for asking for and taking prescription medication from a colleague. The Board reminds Owens that, as an educator, she must exemplify behaviors which maintain the dignity and integrity of the profession. The Board will not tolerate any further incidents of misconduct by Owens.

Prior to February 1, 2024, Owens shall provide written proof to the Board that she has taken a training under the heading of "Educator Ethics" on the attached pre-approved Board training list (Attachment A). Owens shall pay any expense incurred. If Owens fails to satisfy this condition, Certificate Number 200300941 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200300941 shall be subject to the following probationary condition for a period of two (2) years:

1. Owens shall not receive any disciplinary action from any school district she is employed. If Owens fails to satisfy this condition, Certificate Number 200300941 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.

Owens 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*

2355198 Elizabeth Linder

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199801651 is retroactively suspended from April 17, 2023 through April 21, 2023, a period of five (5) days. Linder shall not be actively employed in a certified position 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. Linder acknowledges it is her responsibility to consult with her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Linder is currently retired. Prior to returning to certified employment, Linder 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 Linder fails to satisfy this condition, Certificate Number 199801651 shall be administratively suspended for ten (10) days.

Within sixty (60) days of returning to certified employment, Linder shall provide written proof to the Board that she has completed a training under the heading of “Diversity/Cultural Sensitivity” on the attached pre-approved Board training list (Attachment A). Linder shall pay any expense incurred. If Linder fails to satisfy this

condition, Certificate Number 199801651 shall be administratively suspended until such condition is satisfied.

Further, upon returning to certified employment, Certificate Number 199801651 shall be subject to the following probationary condition for a period of two (2) years:

1. Linder shall not receive any disciplinary action from any school district she is employed. If Linder fails to satisfy this condition, Certificate Number 199801651 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.

Linder 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*

2355294 Patrick Butcher

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200303015 is retroactively suspended from October 25, 2021 through December 17, 2021, a period of fifty-four (54) days. Butcher shall not be actively employed in a certified position during the suspension period

By May 1, 2024, Butcher 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). Butcher shall pay any expense incurred. If Butcher fails to satisfy this condition, Certificate Number 200303015 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200303015 shall be subject to the following probationary condition for a period of two (2) years:

1. Butcher shall not receive any disciplinary action from any school district he is employed. If Butcher fails to satisfy this condition, Certificate Number 200303015 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.

Butcher 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*

2355141 Aaron Bunch

Accept Agreed Order stating Bunch voluntarily, knowingly, and intelligently surrenders Certificate Number 201211132, 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. Bunch 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*

2355212 Laura Rogers

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201156451 is retroactively suspended from July 1, 2023, to July 30, 2023, a period of thirty (30) days. 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. Rogers acknowledges it is her responsibility to consult with her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Prior to April 1, 2024, Rogers shall provide written proof to the Board that she has completed a three (3) hour training on the topic of “Student Supervision” as approved by the Board. In order for the training to fulfill this requirement, Rogers 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). Rogers shall pay any expense incurred. If Rogers fails to satisfy this condition, Certificate Number 201156451 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201156451 shall be subject to the following probationary condition for a period of two (2) years:

1. Rogers shall receive no disciplinary action from any school district in which she is employed. If Rogers fails to satisfy this condition, Certificate Number 201156451 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.

Rogers 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*

2355228 Timothy Strode

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201222861 is suspended for thirty (30) days. Strode shall not be employed in a certified position during the suspension period.

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

1. Strobe 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 Strobe fails to satisfy this condition, Certificate Number 201222861 shall be administratively suspended for ten (10) days.
2. Within sixty (60) days of returning to certified employment, Strobe 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). Strobe shall pay any expense incurred. If Strobe fails to satisfy this condition, Certificate Number 201222861 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 201222861 shall be subject to the following condition for a period of two (2) years:

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

Strobe 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*

2203243 Holly Lawson

Accept Agreed Order stating:

- a. Jenkins Lawson is reprimanded for exercising poor professional judgment, and for failing to uphold the dignity and integrity of the teaching profession. An educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When an educator takes a firearm into a school building, even unintentionally, unsafe conditions can result. The Board further reminds Jenkins Lawson that,

as an educator, she must maintain and be cognizant of her duty to maintain a safe environment under the Professional Code of Ethics. The Board will not tolerate any further incidents of misconduct from Jenkins Lawson.

- b. Upon acceptance of this agreement by the Board, Certificate Number 81002 shall be suspended from July 16th, 2022 to October 16th, 2023. Jenkins Lawson 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. Jenkins Lawson acknowledges it is his/her responsibility to consult with his/her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- c. On or before March 1st, 2024, Jenkins Lawson 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) Three (3) hours on School Safety, as approved by the Board. In order for the training to fulfill this requirement, Jenkins Lawson 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).
  - 3) The specific training “Micro-Credential: ‘Cooperating Teachers: Listening and Nonverbal Communication’” on the attached pre-approved Board training list (Attachment A).

Any cost for said training shall be paid for by Jenkins Lawson. Failure to submit written proof of completion on or before the deadline will result in Certificate Number

81002 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Prior to March 1st, 2024, Jenkins Lawson 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. Jenkins Lawson shall pay any expense incurred. If Jenkins Lawson fails to satisfy any portion of this condition, Certificate Number 81002 shall be administratively suspended until such condition is satisfied.
- e. Certificate Number 81002 shall be subject to the following conditions for a period of five (5) years from October 16th, 2023:
  - 1) If the comprehensive alcohol/substance abuse assessment recommends ongoing treatment, Jenkins Lawson shall provide biannual written progress reports from a consistent counselor, before or on each March 1st and September 1st, from her counselor, until she is released from treatment. Jenkins Lawson shall pay any expense incurred. If Jenkins Lawson fails to satisfy this condition, Certificate Number 81002 shall be administratively suspended until such condition is satisfied.
  - 2) Jenkins Lawson shall have no criminal convictions involving the use and/or possession of alcohol or any controlled substance. If Jenkins Lawson 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 Jenkins Lawson fails to satisfy this condition, Certificate Number 81002 shall be administratively suspended pending Board review and disposition.



- 3) Jenkins Lawson shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

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

- f. Jenkins Lawson 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*

2254534 Jere Minter

Accept Agreed Order stating:

- a. Upon receipt by the Board of Minter’s written intent to return to a position which requires an active teaching certificate, Certificate Number 201138751 shall be suspended for a period of ten (10) days. 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. Minter acknowledges it is his/her responsibility to consult with his/her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- b. Minter is retired and is not currently employed in a certified position, but currently holds a valid certificate. Minter shall notify the Board in writing of his intent to return to certified employment, at least thirty (30) days prior to returning to a certified position. The notification shall include the district, school, and start date of Minter’s employment. If Minter fails to satisfy this

condition, Certificate Number 201137851 shall be suspended for an additional period of ten (10) days.

- c. Minter is on notice to exercise proper professional judgement in future interactions with students. The Board reminds Minter that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board will not tolerate future incidents of misconduct from Minter.
- d. Within thirty (30) days of accepting a certified position or working in a certified capacity, Minter shall submit written proof to the Board that 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 of “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).
  - 3) Any training under the heading of “Diversity / Cultural Sensitivity” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Minter. Failure to submit written proof of completion by the deadline will result in Certificate Number 201137851 being administratively suspended until such time as the Board receives the written proof.

- e. Upon receipt of the notification that Minter is engaging in certified employment, Certificate Number 201137851 shall be subject to the following conditions for a period of two (2) years:
  - 1) Minter 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.

- f. Minter 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*

2355290 Steven Latzo

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201192924 shall be suspended from May 20th, 2023 to August 18th, 2023. Latzo shall not be actively employed in 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. Latzo 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. Latzo is reprimanded for his conduct and statements that fail to uphold the dignity and integrity of the education profession. In particular, if Latzo is uncertain whether a certain topic is appropriate to discuss with students or a particular piece of media is appropriate to show to students, he should consult with his supervisor before engaging in the discussion or showing the media. In addition, Latzo is hereby reprimanded for using unprofessional and disrespectful communication when dealing with students. The Board warns Latzo to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Latzo.

- c. On or before June 30th, 2024, Latzo 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 “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).
  - 3) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).
  - 4) Six (6) hours or more of training on communicating effectively, as approved by the Board. In order for the training to fulfill this requirement, Latzo shall petition the Board for pre-approval of the training by following the process outlined on final page 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 Latzo. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201192924 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Beginning on May 20th, 2023, Certificate Number 201192924 shall be subject to the following conditions for a period of three (3) years:
- 1) Latzo 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 Latzo fails to satisfy this condition, Certificate Number 201192924 shall be administratively suspended pending Board review and disposition.

- e. Latzo 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*

2204341 Jerry Hancock

Reject Agreed Order stating the Board reprimands Hancock for his lack of professional judgment in interactions with a student. A full-frontal hug with a kiss on the neck (whether attempted or completed) is never an appropriate way to interact with a student. As an education professional, it is Hancock's responsibility to set and maintain appropriate boundaries with all students.

Upon acceptance of this agreement by the Board, Certificate Number 29012 shall be suspended for a period of two (2) years beginning on July 1st, 2022 and ending on June 30th, 2024. During the period of suspension, Hancock shall not work in a certified capacity.

**Vote:** *Unanimous*

2204357 Morgan Sommers

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201201543 shall be suspended from June 20th, 2024 to June 25th, 2024. During the period of suspension, Sommers shall not work in a certified capacity.
- b. The Board reprimands Sommers for Neglect of Duty and Failure to Take Reasonable Measures to Protect the Health, Safety, and Emotional Well-Being of Students. The Board expects Sommers to exercise better discretion in the future and will tolerate no further misconduct by Sommers.
- c. On or before March 15th, 2024, Sommers 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 six (6) hours of 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 Sommers. 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.

- d. Sommers 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*

**Recommended Order**

**Case Name**

CF 211813 Airius Phillips

**Decision**

Modify the hearing officer’s Findings of Fact and Conclusions of Law in accordance with Respondent’s exceptions. Accept Recommended Order that the Respondent, the KENTUCKY EDUCATION PROFESSIONAL STANDARDS BOARD, be granted a DEFAULT JUDGMENT herein against the Petitioner. AIRIUS PHILLIPS, dismissing his appeal and granting all relief sought in the Respondent’s Notice of Administrative Hearing and Statement of Charges, filed herein April 20, 2023, specifically including the DENIAL of the Petitioner’s application for an EMERGENCY SUBSTITUTE CERTIFICATE. The Hearing Officer also finds that a Judgment in the Respondent’s favor is fully supported by the evidence introduced at the August 10, 2023 Hearing, separate and apart from the Petitioner’s Default.

**Vote:** *Unanimous*

2254293 David Haggerty

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that that the Petitioner, the KENTUCKY EDUCATION PROFESSIONAL STANDARDS BOARD, be granted a Default Judgment herein against the Respondent. DAVID HAGGERTY, granting all relief sought in its Notice of Administrative

Hearing and Statement of Charges, filed herein April 20, 2023, and specifically including the following:

Certificate number 201188229 shall be suspended for a period of two (2) years. Respondent shall not apply for, nor be issued, a teaching, emergency, or administrative certificate in the Commonwealth of Kentucky at any time in the future. Respondent shall immediately surrender the original and all copies of his certificates, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd, 5th Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

**Motion to Reconsider**

**Case Number**

17101409 Janet Allen

**Decision**

Defer consideration of the motion.

**Vote:** *Unanimous*

*Motion made by Dr. Corinne Murphy seconded by Ms. Amber Snell, to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 4:45 p.m.