

*The actions delineated below were taken in open session of the EPSB at the June 16, 2023, virtual 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 9:05 a.m. ET. Chair Justin Mitchell read the mission statement to the EPSB and audience.

**Roll Call**

The following Board members were present during the June 16, 2023, EPSB meeting: Diane Berry, C.J. Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Corinne Murphy, Lisa Rudzinski, Amber Snell, and Chair Justin Mitchell.

CPE: Amanda Ellis

**Approval of Consent Items**

**2023-151**

Approval of April 10, 2023, EPSB Meeting Minutes

Board Approval for the Trainings Submitted by the Kentucky Education Association on Multicultural Education: Leading to Just Schools

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

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

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

Option 9 Application, Dawson Springs Independent Schools and University of the Cumberland

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

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

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

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

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

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

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

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

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

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

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

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

Option 9 Application, Trimble County Schools and University of the Cumberland  
Option 9 Application, Kentucky Educational Development Corporation and University of the Cumberland  
Option 9 Application, Carroll County Schools and Campbellsville University  
Option 9 Application, Graves County Schools and Campbellsville University  
Option 9 Application, Nelson County Schools and Eastern Kentucky University  
Option 9 Application, Harrison County Schools and Midway University  
Option 9 Application, Henry County Schools and Midway University  
Option 9 Application, Pulaski County Schools and Midway University  
Option 9 Application, Spencer County Schools and Midway University  
Option 9 Application, Trimble County Schools and Midway University  
Option 9 Application, Erlanger-Elsmere Schools and Northern Kentucky University  
Option 9 Application, Boone County Schools and Northern Kentucky University  
Option 9 Application, Carroll County Schools and Northern Kentucky University  
Option 9 Application, Covington Independent Schools and Northern Kentucky University  
Option 9 Application, Newport Independent Schools and Northern Kentucky University  
Option 9 Application, Kenton County Schools and Northern Kentucky University  
Option 9 Application, Jefferson County Schools and University of Louisville  
Option 9 Application, Nelson County Schools and University of Louisville  
Campbellsville University Program Approval: Applied Behavior Analysis  
Midway University Program Approval: Teacher Leader  
University of Kentucky Program Approval: Instructional Computer Technology  
Request for SARA Approval of Lipscomb University's Submitted Programs

*Motion made by Ms. Amber Snell, seconded by Ms. Lisa Rudzinski, to approve the consent agenda items.*

**Vote:** *Unanimous* (Amy Lingo recused from II and JJ items)

### **Report of the Executive Secretary**

Dr. Byron Darnall provided an update from the Kentucky Department of Education on behalf of Commissioner Glass.

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

Dr. Amanda Ellis gave an update from the Council for Postsecondary Education (CPE) including an update about the Kentucky Advising Academy toolkit and the post-secondary opportunities toolkit. CPE recently updated the dual credit policy and is aiming towards increasing access, engagement, and support for students to mirror more of the representation of the student body in Kentucky. The Kentucky Student Success Collaborative did a research project and webinar on stressors for our students such as public assistance, childcare needs and help with retention. CPE will be releasing the report and a webinar is posted on the website.

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

Byron Darnall recognized the staff that helps with the EPSB agenda and their hard work to make the meeting happen. He also thanked the EPSB and Waiver Committee for their time and work.

He shared that the Ed Rising National Conference is coming up in June and will be held in Orlando, Florida. Several Kentucky students will be participating in the conference.

The office is currently working on Senate Bill 9, and a targeted group of educator preparation provider literacy teachers will engage in the process of coming up with recommendations for implementing what is being called the science of reading within coursework. Soon an request for proposals will be released seeking a third-party evaluator to provide a baseline of reading instruction practices within preparation programs as required by Senate Bill 9.

The Certification Branch has been working hard and within the last year 72,731 applications have been processed.

Dr. Darnall will have an annual report for the EPSB members that will give a more detailed overview of the work of last year and will be sending it out soon.

### **Report of the Chair**

Chair Mitchell recognized Wade Stanfield for his service to the EPSB and congratulated him on his upcoming retirement. Lisa Rudzinski was appointed to the EPSB Waiver Committee as an administrator representative.

### **Information/Discussion Items**

#### **Testing Update**

Cassie Trueblood gave a comprehensive update of recent actions impacting certification assessments.

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

Sharon Salsman presented proposed changes to the CTE Assessment Order for a first reading.

### **Action Items**

#### **16 KAR 6:010. Assessment Prerequisites for Teacher Certification, Adoption of New Tests 2023-152**

*Motion made by Mr. Wade Stanfield, seconded by Ms. Jacqueline Mayfield, to approve.*

**Vote:** Unanimous

#### **16 KAR 2:240E. Interim Certificate, New Emergency Regulation 2023-153**

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

**Vote:** *Unanimous* (Diane Berry recused)

#### **16 KAR 5:060. Literacy Program Requirements for Middle School, High School, Grades 5-12, and Grades P-12 Certification Programs, Amendment 2023-154**

*Motion made Ms. Cathy Gunn, seconded by Ms. Lisa Rudzinski, to approve.*

**Vote:** *Unanimous*

Procedures for Obtaining an Eligible for Hire Letter for the Alternative Routes to Teacher Certification

**2023-155**

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

**Vote:** *Unanimous*

16 KAR 5:040. Request to Allow Substitute Teaching Experience to Qualify as Student Teaching Experience for the 2023-2024 School Year

**2023-156**

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

**Vote:** *Unanimous*

16 KAR 5:040. Request to Approve Remote Student Teaching Observations for all Educator Preparation Programs for the 2023-2024 School Year

**2023-157**

*Motion made by Dr.. Amy Lingo, seconded by Mr. C.J. Fryer, to approve.*

**Vote:** *Unanimous*

16 KAR 4:090. Request to Waive Reissuance Requirements for Candidates with a Job Offer from a Kentucky School District

**2023-158**

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

**Vote:** *Unanimous*

**Waivers**

16 KAR 3:090. Request to Waive Admission Requirements for Director of Pupil Personnel Program for Chris Barrier

**2023-159**

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

**Vote:** *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Restrictions for Mercer County Teacher, Carmen Sallee

**2023-160**

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

**Vote:** *Unanimous*

16 KAR 2:010. Request to Waive Grade Level Restrictions for Three Knott County Teachers

**2023-161**

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

**Vote:** *Unanimous*

16 KAR 2:020. Request to Waive Recency of Experience for Occupation-Based Teacher, Christina Combs

**2023-162**

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

**Vote:** *Unanimous*

16 KAR 3:060. Request to Allow Coursework Completed Towards the Standard Counseling Program to Qualify for Renewal of the Provisional School Counselor Certificate for Jason Lawson  
**2023-163**

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

**Vote:** *Unanimous*

16 KAR 3:060. Request to Allow Coursework Completed Towards the Standard Counseling Program to Qualify for Renewal of the Provisional School Counselor Certificate for Tiffanie Schweinhart  
**2023-164**

*Motion made by Ms. Amber Snell, seconded by Dr. Amanda Ellis, to approve.*

**Vote:** *Unanimous*

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Maggie Hendricks  
**2023-165**

*Motion made by Mr. C.J. Fryer, seconded by Ms. Priscilla Keller, to approve.*

**Vote:** *Unanimous*

16 KAR 4:030. Request to Waive Equivalent Certification Requirement for Out-of-State Prepared Educator, Rachel Logan  
**2023-166**

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

**Vote:** *Unanimous*

16 KAR 4:080. Requests to Waive Out-of-State Recency Requirements for Ashley Brinker  
**2023-167**

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

**Vote:** *Unanimous*

16 KAR 4:080. Requests to Waive Out-of-State Recency Requirements for Charla Palmer  
**2023-168**

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

**Vote:** *Unanimous* (Chair Mitchell recused)

16 KAR 4:080. Requests to Waive Out-of-State Recency Requirements for Charles Pierce  
**2023-169**

*Motion made by Dr. Corrine Murphy, seconded by Dr. Amy Lingo to approve.*

**Vote:** *Unanimous*

#### **Alternative Routes**

Laurie Fields, Dance, All Grades

**2023-170**

*Motion made by Dr. Amy Lingo, seconded by Dr. Corrine Murphy to approve.*

**Vote:** *Unanimous*

Emily Hawboldt, Math, Grades 5-9

**2023-171**

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

**Vote:** *Unanimous*

Allison Legaspi, Social Studies, Grades 5-9

**2023-172**

*Motion made by Ms. Cathy Gunn, seconded by Ms. Amber Snell to approve.*

**Vote:** *Unanimous. Lisa Rudzinski abstained.*

Kelli Woodend, English, Grades 8-12

**2023-173**

*Motion made by Mr. C.J. Fryer, seconded by Ms. Cathy Gunn, to approve.*

**Vote:** *Unanimous*

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

**Vote:** *Unanimous*

*Motion made by Ms. Amber Snell seconded by Mr. Wade Stanfield, to return to open session.*

**Vote:** *Unanimous*

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

Christopher John Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Justin Mitchell, Corinne Murphy, Lisa Rudzinski, Amber Snell, and Wade Stanfield.

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

**Initial Case Review**

**Case Number**

**Decision**

2254734

Admonish

2355160

Admonish

2354909

Attorney Review

*(Mr. Mitchell recused)*

2354969

Attorney Review

2354992

Admonish

2354906

Attorney Review

2354919

Attorney Review

2354987

Attorney Review

2355096	Admonish
2354985	Defer for Training
2355093	Attorney Review
2355059	Attorney Review
2354993	Attorney Review
2355024	Attorney Review
2355081	Attorney Review
2355025	Attorney Review
2354982	Attorney Review
2354977	Attorney Review
2354968	Attorney Review
2354978	Attorney Review
2355086	Attorney Review
2355016	Attorney Review
2354974	Attorney Review
2354972	Attorney Review
2355095	Attorney Review
2355013	Attorney Review
2355070	Attorney Review
2355079	Attorney Review
2355072	Attorney Review
2355067	Attorney Review
2355068	Attorney Review
2355089	Attorney Review
2355084	Admonish
2355094	Attorney Review
2355055	Attorney Review
2355063	Attorney Review
2355091	Attorney Review
2354924	Attorney Review
2354975	Attorney Review
2354973	Attorney Review
2354971	Attorney Review
2354967	Attorney Review
2355064	Attorney Review
2355082	Attorney Review
2354916	Dismiss w/Prejudice
2354904	Admonish
2355073	Attorney Review
2355029	Attorney Review
2354988	Attorney Review
2355028	DWOP
2355061	Attorney Review
2355056	Attorney Review
2254305	Dismiss w/Prejudice
2254301	Dismiss w/Prejudice

2254285	Dismiss w/Prejudice
2254364	Attorney Review
2254373	Dismiss w/Prejudice
2254850	Dismiss w/Prejudice
2254759	Dismiss w/Prejudice
2254838	Dismiss w/Prejudice
2254507	Dismiss w/Prejudice
2254508	Dismiss w/Prejudice
2254646	Dismiss w/Prejudice
2254642	Dismiss w/Prejudice
2254524	Dismiss w/Prejudice
2254481	Dismiss w/Prejudice
2254755	Dismiss w/Prejudice
2254861	Dismiss w/Prejudice
2354892	Dismiss w/Prejudice
2254860	Dismiss w/Prejudice
2254859	Dismiss w/Prejudice
2254848	Dismiss w/Prejudice
2254406	DWOP
2204347	DWOP
2108507	DWOP
2254274	Dismiss w/Prejudice
2254397	Dismiss w/Prejudice
2204355	Dismiss w/Prejudice
2204325	Dismiss w/Prejudice
2254823	Dismiss w/Prejudice
1610807	Dismiss w/Prejudice
2204407	Dismiss w/Prejudice
2254320	Dismiss w/Prejudice
2254394	Dismiss w/Prejudice
2254590	DWOP
2254233	No Further Action
2254246	Refer to Hearing
2110765	Refer to Hearing
2254735	Refer to Hearing
20101493	Refer to Hearing
2110761	Refer to Hearing
2354981	DWOP
2355027	DWOP
2354979	Attorney Review
2354984	Attorney Review
2354983	Attorney Review
2354970	Attorney Review
2355023	Attorney Review
2355092	Attorney Review
2355058	Attorney Review



2355078	Attorney Review
2355069	Attorney Review
2355077	Attorney Review
2355065	Attorney Review
2355075	Defer for Training
2355164	Dismiss w/Prejudice

**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
2355106	Approve
2355103	Approve
2355112	Approve
2355111	Deny
2355115	Approve
2355118	Approve
2355119	Approve
2355120	Approve
2355121	Approve
2355124	Approve
2355130	Approve
2355174	Approve
2355175	Approve
2355179	Approve
2355117	Deny
2355182	Approve
2355184	Approve
2355186	Approve
2355187	Approve
2355177	Approve
2355189	Approve
2355178	Approve
2355185	Approve
2355192	Deny
2355191	Approve
2355194	Approve
2355195	Approve
2355244	Approve
2355173	Approve
2355190	Approve
2355248	Approve
2355183	Approve (w/conditions)
2355246	Approve
2355249	Approve
2355048	Approve
2355110	Approve
2355114	Approve

2355116	Approve
2355123	Approve
2254688	Deny
2354994	Approve
2355047	Deny
2355113	Approve
2355247	Approve
2355250	Approve
2355252	Deny

**Agreed Orders**

**Case Number**

2254597 Morgan Howell

**Decision**

Accept Agreed Order admonishing Howell for his unprofessional decision to host an optional staff meeting to discuss the circumstances that led to his demotion. Howell is reminded that he has a duty to protect student information. The Board acknowledges that Howell did not name the students specifically, but did detail the specific circumstances, which provided enough information to identify the students.

Prior to September 1, 2023, Howell 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). Howell shall pay any expense incurred. If Howell fails to satisfy this condition, Certificate Number 200218836 shall be administratively suspended until such condition is satisfied.

Prior to September 1, 2023, Howell shall provide written proof to the Board that he has completed a training entitled “Confidentiality Training for Kentucky School Certified Personnel” on the attached pre-approved Board training list (Attachment A). Howell shall pay any expense incurred. If Howell fails to satisfy this condition, Certificate Number 200218836 shall be administratively suspended until such condition is satisfied.

Certificate Number 200218836 shall be on a two (2) year probationary period. The condition of the probation are as follows:

1. Howell shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

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

Howell 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*

2354976 Shelia Brown

Approved Agreed Order reprimanding Brown for failing to use appropriate means of discipline and discourse with a student. The Board reminds Brown that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. By inappropriately redirecting a student in front of his peers, Brown unnecessarily subjected that student to public embarrassment. The Board also reminds Brown that she has an ethical obligation as an educator in the Commonwealth to strive for excellence and to set a good example for students. The Board will not tolerate any further incidents of misconduct by Brown.

Prior to reissuance of Certificate Number 201228122, Brown 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 “Classroom Management” heading; and
2. A course under the “Educator Ethics” heading;

Any cost for said trainings shall be paid for by Brown. If Brown fails to satisfy any portion of this condition, Certificate Number 201228122 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 201228122, 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, Brown 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 201228122 being administratively suspended pending further Board review and disposition.

Brown 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*

2254431 Alicisa Dehaven

Accept Agreed Order retroactively suspending Certificate Number 201215548 from June 1, 2022 to July 30, 2022.

Prior to November 1, 2023, Dehaven shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. Two courses under the "Classroom Management" heading; and
2. One course under the "Educator Ethics" heading.

Any cost for said trainings shall be paid for by Dehaven. Failure to submit written proof of completion prior to November 1, 2023 will result in Certificate Number 201215548 being administratively suspended until such time as Dehaven provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201215548, including any and all endorsements, is hereby subject to the following probationary condition for a period of three (3) years:

1. During the probationary period, Dehaven 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 201215548 being administratively suspended pending further Board review and disposition.

Dehaven 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*

2354942 Jeffrey Friend

Accept Agreed Order stating upon acceptance of this agreement by the Board, Friend 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 has completed the following:

1. Friend 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. "Honesty at Work";
  - d. "Professional Code of Ethics for Kentucky School Certified Personnel";
  - e. "Anger Management: What it is and how to address it"; and
  - f. A Batterer Intervention Prevention course by a provider certified by the Cabinet of Health and Family Services.

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

2. Friend shall provide written proof to the Board that he 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 Friend's submission of the

assessment to the Board. Friend shall pay any expense incurred.

3. Friend shall provide written proof to the Board that he has completed a comprehensive anger management assessment by a Board approved, Kentucky licensed counselor and submit written proof to the Board. Any expense required for said assessment and follow-up shall be paid for by Friend. The assessment shall occur within the thirty (30) days prior to Friend's submission of the assessment to the Board. Friend shall pay any expense incurred.

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

1. Friend 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 Friend 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 Friend's certificate being automatically suspended pending Board review and disposition.
2. During the probationary period, Friend 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 Friend's certificate being automatically suspended pending Board review and disposition.
3. If the evaluating chemical dependency counselor makes any treatment recommendations, Friend shall submit written progress reports to the Board on July 1st, beginning at least three (3) months after his initial assessment, that he is compliant with all treatment recommendations until he is released from treatment.

Friend shall pay any expense incurred. Failure to comply with this condition will result in Friend's certificate being automatically suspended until such condition is satisfied.

4. If the evaluating anger management counselor makes any treatment recommendations regarding anger management, Friend shall submit written progress reports to the Board on July 1st, beginning at least three (3) months after his initial assessment, that he is compliant with all treatment recommendations until he is released from treatment. Friend shall pay any expense incurred. Failure to comply with this condition will result in Friend's certificate being automatically suspended until such condition is satisfied.
5. Friend 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 Friend. Failure to comply with this condition will result in Friend's certificate being automatically suspended until such condition is satisfied.

Friend 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*

2354989 Janet Jarvis

Accept Agreed Order suspending Certificate Number 200120383 for five (5) days beginning on July 1, 2023. During the suspension period, Jarvis shall not perform any duties in a certified position in the Commonwealth of Kentucky.

The Board reprimands Jarvis for her lack of professional judgment regarding her inappropriate comment and failure to maintain composure. The Board reminds Jarvis 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 December 1, 2023, Jarvis 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 Jarvis. Failure to submit written proof of completion prior to December 1, 2023 will result in Certificate Number 200120383 being administratively suspended until such time as Jarvis provides the written proof.

Upon reinstatement, Certificate Number 200120383, 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, Jarvis 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 200120383 being administratively suspended pending further Board review and disposition.

Jarvis 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*

2254422 Tara Johnson

Accept Agreed Order suspending Certificate Number 200232120 for thirty (30) days from June 15, 2023 to July 15, 2023. During the suspension period, Johnson shall not perform any duties in a certified position in the Commonwealth of Kentucky.

The Board reprimands Johnson 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. When an educator fails to properly supervise students, the students are at risk for both emotional and physical harm. The Board will not tolerate any further incidents of misconduct from Johnson.

Prior to August 1, 2023, Johnson 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. "Addressing Challenging Behaviors";
2. Three (3) hours of courses under the "Educator Ethics" heading.

Any cost for said trainings shall be paid for by Johnson. Failure to submit written proof of completion prior to August 1, 2023, will result in Certificate Number 200232120 being administratively suspended until such time as Johnson provides the written proof.

Upon reinstatement of Certificate 200232120 after the suspension period, Certificate Number 200232120, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years:

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

Failure to uphold this condition will result in Certificate 200232120 being administratively suspended pending further Board review and disposition.

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

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

2254426 Savannah Shepard

Accept Agreed Order suspending Certificate Number 201214649 from July 1, 2023 to March 1, 2024. During the suspension period, Shepard shall not perform any duties in a certified position in the Commonwealth of Kentucky.

Prior to reinstatement, Shepard 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 on “Appropriate Boundaries” heading;
2. “Educator Ethics & the Law”;
3. “Setting and Maintaining Ethical Boundaries”;
- and
4. “Building Relationships Online.”

Any cost for said trainings shall be paid for by Shepard. If Shepard fails to satisfy any portion of this condition, Certificate Number 201214649 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201214649, including any and all endorsements, is hereby subject to the following probationary condition for a period of three (3) years:

1. During the probationary period, Shepard 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 201214649 being administratively suspended pending further Board review and disposition.

Shepard 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*

Accept Agreed Order reprimanding Smith for his lack of professional judgment in exchanging personal messages with students via social media. Such exchanges are inappropriate no matter the intent. As an education professional, it is Smith's responsibility to set and maintain appropriate boundaries with all students. The Board will not tolerate any further incidents of misconduct by Smith.

Prior to December 1, 2023, Smith 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"; and
2. "Setting and Maintaining Ethical Boundaries."

Any cost for said trainings shall be paid for by Smith. Failure to submit written proof of completion prior to December 1, 2023 will result in Certificate Number 201177944 being administratively suspended until such time as Smith provides the written proof.

Upon acceptance of this Agreed Order by the Board, Certificate 201177944 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, Smith 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 201177944 being administratively suspended pending further Board review and disposition.

Smith 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*

2354986 Fred Johnson

Accept Agreed Order reprimanding Johnson for exercising poor professional judgment. The Board reminds Johnson that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students and that he should not escalate students. The Board will not tolerate any further incidents of misconduct from Johnson.

Prior to November 1, 2023, Johnson 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). Johnson shall pay any expense incurred. If Johnson fails to satisfy this condition, Certificate Number 201223518 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 201223518, shall be subject to the following conditions for a period of two (2) years:

1. Johnson shall not receive any disciplinary action from any school district in which he is employed. If Johnson fails to satisfy this condition, Certificate Number 200210788 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.

Johnson 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*

2354921 Bruce Kiper

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate No. 201290296 shall be suspended from June 20, 2023 through August 18, 2023, a period of sixty (60) days. Upon completion of the suspension period, Kiper shall be issued the emergency substitute teaching certificate he applied for on March 14, 2023, subject to the following conditions:

1. Within sixty (60) days of the issuance of the emergency substitute certificate, Kiper shall submit written proof to

the Board that he has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board and is current with the treatment recommendations proposed by the counselor. Kiper shall pay any expense incurred. If Kiper fails to satisfy this condition, Certificate Number 201290296 shall be administratively suspended until such condition is satisfied.

2. Within sixty (60) days of the issuance of the emergency substitute certificate, Kiper 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). Kiper shall pay any expense incurred. If Kiper fails to satisfy this condition, Certificate Number 201290296 shall be administratively suspended until such condition is satisfied.

Finally, any and all certificates issued to Kiper shall be subject to the following conditions for a period of two (2) years:

1. If the substance abuse assessment results in ongoing recommendations, Kiper shall submit written progress reports from the licensed or certified counselor on January 1st and July 1st of every year of the probation, indicating he is compliant with all treatment recommendations, until he is released from treatment. If Kiper fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended until such condition is satisfied.
2. Kiper shall not receive any disciplinary action from any school district in which he is employed. If Kiper 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.

Kiper 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*

2203235 Jacob Matheney

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

Matheney has provided proof to the Board that he has completed six (6) hours of training in the area of classroom management.

By August 1, 2023, Matheney shall provide written proof to the Board that he has completed three (3) hours of professional development or training in the area of educator ethics, as approved by the Board. Matheney shall pay any expense incurred. If Matheney fails to satisfy this condition, Certificate Number 000075069 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 000075069, shall be subject to the following conditions for a period of two (2) years:

1. Matheney shall not receive any disciplinary action involving inappropriate language to students from any school district in which he is employed. If Matheney fails to satisfy this condition, Certificate Number 200210788 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.

Matheney 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*

2254593 Vicky Mathis

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200226490 is suspended from June 20, 2023 to June 29, 2023 for a period of ten (10) days.

By August 1, 2023, Mathis 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). Mathis shall pay any expense incurred. If Mathis fails to satisfy this condition, Certificate Number 200226490 shall be administratively suspended until such condition is satisfied.

By August 1, 2023, Mathis 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). Mathis shall pay any expense incurred. If Mathis fails to satisfy this condition, Certificate Number 200226490 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200226490 shall be subject to the following probationary condition for a period of two (2) years:

1. Mathis shall not receive any disciplinary action from any school district she is employed. If Mathis fails to satisfy this condition, Certificate Number 200226490 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.

Mathis 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*

2254730 John Merz

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200100714 shall be retroactively suspended from October 10, 2022 to October 19, 2022, a period of ten (10) days.

Prior to November 1, 2023, Merz 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). Merz shall pay any expense incurred. If Merz fails to satisfy this condition, Certificate Number 200100714 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 200100714 shall be subject to the following condition for a period of two (2) years:

1. Merz shall not receive any disciplinary action from any school district in which he is employed. If Merz fails to satisfy this condition, Certificate Number 200100714 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.

Merz 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*

2354903 Joseph Reed

Accept Agreed Order stating Certificate Number 199801987 is expired. Reed shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Reed, or on his behalf, shall be denied.

**Vote:** *Unanimous*

2354908 Amy Willis

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199900986 is



retroactively suspended from October 26, 2022 to November 1, 2022.

By November 1, 2023, Willis 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). Willis shall pay any expense incurred. If Willis fails to satisfy this condition, Certificate Number 199900986 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 199900986 shall be subject to the following probationary condition for a period of two (2) years:

1. Willis shall not receive any disciplinary action from any school district she is employed. If Willis fails to satisfy this condition, Certificate Number 199900986 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.

Willis 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*

2104295 Alexandria Allen

Accept Agreed Order permanently revoking Certificate Number 201191983. Allen shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Allen 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, KY 40601.

**Vote:** *Unanimous*

2204353 Tiffany Chalk

Accept Agreed Order stating:

- a. Chalk is hereby reprimanded. The Board reminds Chalk that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board will not tolerate any further incidents of inefficiency or incompetence from Chalk.
- b. On or before November 30th, 2023, Chalk shall submit written proof to the Board that s/he has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Chalk shall pay any expense incurred. If Chalk fails to satisfy this condition, Certificate Number 80572 shall be administratively suspended until such condition is satisfied.
- c. On or before November 30th, 2023, Chalk shall provide written proof to the Board, from a licensed/certified physician, as approved by the Board, that she has complied with a comprehensive health evaluation and is physically and mentally fit to return to the classroom, presents as capable of performing her duties as an educator, and is not a danger to herself or others. Any expense required for this condition shall be paid for by Chalk. At the Board’s request, Chalk shall sign a release of information with the evaluating physician(s) referred to herein, allowing the Board to review her evaluation and treatment records. If Chalk fails to satisfy this condition, Certificate Number 80572 shall be administratively suspended pending review and disposition by the Board.
- d. Further, Certificate Number 80572 shall be subject to the following probationary conditions for a period of two (2) years:
  - 1) Chalk shall not receive any disciplinary action from any school district in which s/he is employed. If Chalk fails to satisfy this condition, Certificate Number 80572 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.

- 2) On or before November 30th of each year until the end of the probation, Chalk shall provide written proof to the Board, from the same licensed/certified physician, as approved by the Board, that she has complied with a comprehensive health evaluation and remains physically and mentally fit to return to the classroom, presents as capable of performing her duties as an educator, and is not a danger to herself or others. Any expense required for this condition shall be paid for by Chalk. At the Board's request, Chalk shall sign a release of information with the evaluating physician(s) referred to herein, allowing the Board to review her evaluation and treatment records. If Chalk fails to satisfy this condition, Certificate Number 80572 shall be administratively suspended pending review and disposition by the Board.
- e. Chalk 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*

2254743 Chelsea Denny

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201104685 is suspended beginning June 1st, 2023, and ending July 31st, 2023. During the suspension period, Denny shall neither apply for nor be issued any certificate.
- b. The Board reprimands Denny for her conduct. Not only was her conduct criminal, but a B.A.C. of 0.222 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 entering the 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 Denny.
- c. Prior to October 2nd, 2023, Denny 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 trainings shall be paid for by Denny. Failure to

submit written proof of completion on or before reissuance will result in Certificate Number 201104685 being administratively suspended until such time as Denny provides the written proof of completed training.

- d. Prior to October 2nd, 2023, Denny 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. Denny shall pay any expense incurred. If Denny fails to satisfy any portion of this condition, Certificate Number 201104685 shall not be reinstated until such condition is satisfied.
- e. Prior to October 2nd, 2023, Denny 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. Denny shall pay any expense incurred. If Denny fails to satisfy any portion of this condition, Certificate Number 201104685 shall not be reinstated until such condition is satisfied.
- f. Certificate Number 201104685 shall be subject to the following conditions for a period of three (3) years from August 1st, 2023:
  - 1) If the comprehensive alcohol/substance abuse assessment recommends ongoing treatment, Denny 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. Denny shall pay any expense incurred. If Denny fails to satisfy this condition, Certificate Number 201104685 shall be administratively suspended until such condition is satisfied.
  - 2) Denny shall have no further criminal convictions involving the use and/or possession of alcohol or any controlled substance. If Denny 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 Denny fails to satisfy this condition, Certificate Number 201104685 shall be administratively suspended pending Board review and disposition.

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

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

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

- g. Denny 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*

2254434 Ida Lucero

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201168460 shall be suspended from June 17th, 2023 to August 1st, 2023. During this time, Lucero shall not apply for nor work in a certified position. The Board warns Lucero to exercise better discretion in the future and will tolerate no further misconduct by Lucero.

On or before December 28th, 2023, Lucero 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).

Any cost for said trainings shall be paid for by Lucero. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201168460 being administratively suspended until such time as the Board receives the written proof of completion.

Certificate Number 201168460 shall be subject to the following conditions for a period of two (2) years:

1. Lucero shall have no further disciplinary action from any school district in the Commonwealth of Kentucky. If Lucero fails to satisfy this condition, Certificate Number 201168460 shall be administratively suspended pending Board review and disposition.

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

Lucero 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*

2254651 Tierra Ross

Accept Agreed Order reprimanding Ross for not following the administrative procedures related to student testing. Further, the Board reminds Ross that, like every other testing proctor, she signed saying that she had received, read, and would comply with the testing instructions. Strict compliance with the Administration Code for Kentucky's Educational Assessment Program ensures the well-being of the students and the integrity of the testing process are maintained.

Prior to October 1st, 2023, Ross shall submit written proof to the Board that s/he has completed a training under the heading of "ADMINISTRATION CODE" on the attached pre-approved Board training list (Attachment A). Ross shall pay any cost for said training. Failure to complete the required training shall result in an administrative suspension pending Board review and disposition.

Certificate Number 201153910 shall be subject to the following conditions for a period of two (2) years:

1. Ross shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

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

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

**Vote:** *Unanimous*

2354899 Rebecca Chappell

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201122337 is suspended beginning July 1st, 2023, and ending July 16th, 2023. During the suspension period, Chappell shall not work in any certified position.
- b. The Board reprimands Chappell for Subjecting a Student to Embarrassment or Disparagement, Failure to Maintain Student Confidentiality, and Neglect of Duty. The Board reminds Chappell that s/he has a duty to take reasonable

measures to protect the health, safety, and emotional well-being of students. By creating a social media post to derive humor from the conduct of the student and disclosing his diagnosis, Chappell unnecessarily subjected that student to public embarrassment. Further, the school environment must be welcoming to all who come to learn. Making statements that potentially denigrate a student based on a diagnosis or disability harms that atmosphere and interferes with students' ability to learn in a safe, welcome environment. Finally, as a teacher, it is Chappell's duty to keep confidential all student information and to ensure that no outside party is given information about a student except as permitted by law. The Board will tolerate no further misconduct from Chappell.

- c. Prior to December 1st, 2023, Chappell 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 "Diversity/Cultural Sensitivity" on the attached pre-approved Board training list (Attachment A).
  - 3) The specific training "Appropriate Use of Social Media" on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Chappell. Failure to submit written proof by the deadline, December 1, 2023, shall result in an administrative suspension of Certificate Number 201122337 until written proof is submitted.

- d. Certificate Number 201122337 shall be subject to the following conditions for a period of two (2) years from the date of the order:
  - 1) Chappell shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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



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

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

- e. Chappell 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*

220287 Anthony Springate

Reject Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201231798 shall be suspended from June 5th, 2023 to August 5th, 2023. The Board warns Springate to exercise better discretion in the future and will tolerate no further misconduct by Springate.

On or before August 5th, 2023, Springate shall submit written proof to the Board that s/he has completed the following trainings:

- a. Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
- b. Any two (2) trainings under the heading “Classroom Management” on the attached pre-approved Board training list (Attachment A).
- c. Any training containing the word “communication” in the title on the attached pre-approved Board training list (Attachment A).
- d. 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 Springate. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201231798 being administratively suspended until such time as the Board receives the written proof of completion.

Certificate Number 201231798 shall be subject to the following conditions for a period of four (4) years:

1. Springate shall have no further disciplinary action from any school district in the Commonwealth of Kentucky. If Springate fails to satisfy this condition, Certificate Number 201231798 shall be administratively suspended pending Board review and disposition.

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

Springate 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*

2254233 Jane Meredith

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199901169 shall be suspended from May 25th, 2024 to August 9th, 2024. The Board warns Meredith to exercise better discretion in the future and will tolerate no further misconduct by Meredith.

On or before October 8th, 2023, Meredith 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).
- 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 trainings shall be paid for by Meredith. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 199901169 being administratively suspended until such time as the Board receives the written proof of completion.

From the date of this Order, Certificate Number 199901169 shall be subject to the following conditions for a probationary period of two (2) years:

1. Meredith shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

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

Meredith 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*

2254237 April Raines

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 000075531 is suspended from June 20, 2023 through July 4, 2023, a period of fifteen (15) days.

By September 1, 2023, Raines 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). Raines shall pay any expense incurred. If Raines fails to satisfy this condition, Certificate Number 000075531 shall be administratively suspended until such condition is satisfied.

By September 1, 2023, Raines shall provide written proof to the Board that she has completed two trainings under the heading of “Diversity/Cultural Sensitivity” on the attached pre-approved Board training list (Attachment A) or has completed an NEA microcredential on “Diversity, Equity, and Cultural Competence”. Raines shall pay any expense incurred. If Raines fails to satisfy this condition, Certificate Number 000075531 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 000075531 shall be subject to the following probationary condition for a period of three (3) years:

1. Raines shall not receive any disciplinary action involving an inappropriate comment from any school district she is employed. If Raines fails to satisfy this condition, Certificate Number 000075531 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.

Raines 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*

2254392 Elissa Bacon

Accept Agreed Order stating:

- a. Belak Bacon is hereby reprimanded for exercising poor professional judgment. While the Board understands that mistakes can be made when completing grant applications, it reminds Belak Bacon that it is important to be diligent and accurate when doing so. Honesty and integrity in the education profession are key to both the Board’s mission and Belak Bacon’s ethical obligations, and the Board will not accept further erroneous or fraudulent misconduct from Belak Bacon.

- b. Upon acceptance of this agreement by the Board, Certificate Number 201113936 shall be retroactively suspended from May 18th, 2022 to May 19th, 2022. During the suspension period, Belak Bacon shall not work in a certified capacity.
- c. On or before September 30th, 2023, Belak Bacon shall submit written proof to the Board that s/he has completed any training under the heading “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Belak Bacon shall pay any expense incurred. If Belak Bacon fails to satisfy this condition, Certificate Number 201113936 shall be administratively suspended until such condition is satisfied.
- d. On or before September 30th, 2023, Belak Bacon shall submit written proof to the Board that s/he has completed the specific training “Honesty at Work” on the attached pre-approved Board training list (Attachment A). Belak Bacon shall pay any expense incurred. If Belak Bacon fails to satisfy this condition, Certificate Number 201113936 shall be administratively suspended until such condition is satisfied.
- e. Further, Certificate Number 201113936 shall be subject to the following probationary condition for a period of two (2) years:
  - 1) Belak Bacon shall not receive any disciplinary action from any school district in which s/he is employed. If Belak Bacon fails to satisfy this condition, Certificate Number 201113936 shall be administratively suspended pending Board review and disposition.

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

- f. Belak Bacon 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*

2254586 Joshua Lowery

Accept Agreed Order suspending Certificate Number 200114924 from June 3, 2023 through August 6, 2023 and from December 20, 2023 through January 9, 2024. During the suspension period, Lowery shall not perform any duties in a certified position in the Commonwealth of Kentucky.

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

Prior to January 15, 2024, Lowery 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. Three (3) hours of courses under the “Educator Ethics” heading; and
2. “Diversity Training.”

Any cost for said trainings shall be paid for by Lowery. Failure to submit written proof of completion prior to January 15, 2024 will result in Certificate Number 200114924 being administratively suspended until such time as Lowery provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200114924, 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, Lowery shall not receive any disciplinary action for use of inappropriate language 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 200114924 being administratively suspended pending further Board review and disposition.

Lowery 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*

2354925 Cameron Nolan

Accept Agreed Order suspending Certificate Number 201220512 from May 1, 2023 to August 1, 2023. During the suspension period, Nolan shall neither apply for, nor be issued, a teaching, emergency and/or administrative certificate in the Commonwealth of Kentucky.

Prior to reissuance, Nolan 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"; and
- c. "Trauma-Informed Pedagogy."

Any cost for said trainings shall be paid for by Nolan. If Nolan fails to satisfy any portion of this condition, Certificate Number 201220512 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 201220512, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for four (4) years:

1. During the probationary period, Nolan 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 201220512 being administratively suspended pending further Board review and disposition.

Nolan 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*

2354898 Patricia Biedenbender

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200009202 is suspended for sixty (60) days.

Prior to reinstatement of Certificate Number 200009202, shall provide written proof to the Board that she has completed a six (6) hour training on the topic of “Student Supervision” as approved by the Board. In order for the training to fulfill this requirement, Biedenbender 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). Biedenbender shall pay any expense incurred. Certificate Number 200000830 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200009202 shall be subject to the following probationary condition for a period of two (2) years:

1. Biedenbender shall receive no disciplinary action from any school district in which she is employed. If Biedenbender fails to satisfy this condition, Certificate Number 200009202 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.

Biedenbender 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*



2354917 Patrick Wade

Accept Agreed Order suspending Certificate Number 201286831 for ten (10) days from June 1, 2023 to June 10, 2023. During the suspension period, Wade shall not apply for nor accept any certified positions in the Commonwealth of Kentucky.

The Board reprimands Wade for his lack of professional judgment regarding his inappropriate comment and for disparaging a student. By inappropriately disparaging a student to his or her sibling, Wade unnecessarily subjected the student to public embarrassment. The Board reminds Wade that he has an ethical obligation as an educator in the Commonwealth to strive for excellence and to set a good example for students.

Certificate Number 201286831 expires on June 30, 2023. Prior to reissuance, Wade 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 “Classroom Management” heading; and
2. A course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Wade. If Wade fails to satisfy any portion of this condition, Certificate Number 201286831 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 201286831, 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, Wade 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 201286831 being administratively suspended pending further Board review and disposition.

Wade 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*

2254728 Charles Graziano

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201225519 shall be retroactively suspended September 11, 2022, to September 15, 2022, a period of five (5) days.

Further, Certificate Number 201225519 shall be subject to the following condition for a period of three (3) years:

1. Graziano shall not receive any disciplinary action from any school district in which he is employed. If Graziano fails to satisfy this condition, Certificate Number 201225519 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.

Graziano 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*

2254606 Brady Kirk

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200003926 is suspended from June 1, 2023, to August 1, 2023, a period of sixty (60) days.

Prior to reinstatement of Certificate Number 200003926:

1. Kirk 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). Kirk shall pay any expense incurred. Certificate Number 200003926 shall not be reinstated until such condition is satisfied.

2. Kirk shall provide written proof to the Board from a Kentucky licensed/certified physician, as approved by the Board, that he has undergone a comprehensive fit for duty evaluation and that he is fit to return to the classroom, presents as capable of performing his duties as a teacher, and is not a danger to himself or others. The fit for duty evaluation shall occur within the sixty (60) days prior to Kirk's submission of the evaluation to the Board. Kirk shall pay any expense incurred. Certificate Number 200003926 shall not be reinstated until such condition is satisfied.
3. Kirk shall provide written proof to the Board that he has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. The assessment shall occur within the sixty (60) days prior to Kirk's submission of the assessment to the Board. Kirk shall pay any expense incurred. Certificate Number 200003926 shall not be reinstated until such condition is satisfied.

Finally, Certificate Number 200003926 shall be subject to the following condition for a period of five (5) years:

1. Kirk shall not receive any disciplinary action from any school district in which he is employed. If Kirk fails to satisfy this condition, Certificate Number 200003926 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.

Kirk 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*

2354922 Catherine Russell

Accept Agreed Order suspending Certificate Number 199600936 for thirty (30) days from July 1, 2023 to July 30,

2023. During the suspension period, Russell shall not apply for nor accept any certified positions in the Commonwealth of Kentucky.

Prior to reinstatement, Russell 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. One (1) course under the “Classroom Management” heading; and
2. One (1) course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Russell. If Russell fails to satisfy any portion of this condition, Certificate Number 199600936 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 199600936, 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, Russell 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 199600936 being administratively suspended pending further Board review and disposition.

Russell 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*

2354912 Trina Webb

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200211538 is retroactively suspended for one day on October 21, 2022.

Webb has provided written proof to the Board that she has completed a six (6) hour training on De-escalation Strategies.

Finally, Certificate Number 200211538 shall be subject to the following probationary condition for a period of two (2) years:

1. Webb shall not receive any disciplinary action from any school district she is employed. If Webb fails to satisfy this condition, Certificate Number 200211538 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.

Webb 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*

2254599 Joshua Mefford

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200403534 shall be suspended for a period of two (2) years.

Prior to reinstatement of Certificate Number 200403534, Mefford shall comply with the following conditions:

1. Mefford 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). Mefford shall pay any expense incurred. Certificate Number 200403534 shall not be reinstated until such condition is satisfied.
2. Mefford shall provide written proof to the Board that he has completed a three (3) hour training on the topic of “Professionalism” as approved by the

Board. In order for the training to fulfill this requirement, Mefford 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). Mefford shall pay any expense incurred. Certificate Number 200403534 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200403534 and any new endorsements or new areas of certification shall be subject to the following probationary condition for a period of four (4) years:

Mefford shall not receive any disciplinary from any school district he is employed. If Mefford fails to satisfy this condition, Certificate Number 200403534 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.

Mefford 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*

2354891 Tammy Gray

Accept Agreed Order reprimanding Gray for her lack of professional judgment regarding her disparagement of a student in front of the class. By inappropriately disparaging the student, Gray unnecessarily subjected the student to public embarrassment. The Board reminds Gray that she has an ethical obligation as an educator in the Commonwealth to strive for excellence and to set a good example for students.

Prior to December 1, 2023, Gray 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. “Classroom Management for Positive Behaviors”; and
2. One course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Gray. Failure to submit written proof of completion prior to December 1, 2023 will result in Certificate Number 200201227 being administratively suspended until such time as Gray provides the written proof.

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

**Vote:** *Unanimous*

**Recommended Order**

**Case Name**

2104277 Vanessa Hardin

**Decision**

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 201194276 is revoked for a period of five (5) years from the date of this Order. During the period of revocation, Respondent shall not apply for nor be issued any teaching, administrative or emergency certificate. Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first-class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements necessary for certification at the time, Respondent shall comply with the following conditions prior to reissuance of Certificate Number 201194276:

1. Respondent shall provide written proof to the Board that she has been assessed by a state certified mental health counselor, as approved by the Board, and is competent to fulfill her duties as an educator. Respondent shall provide proof that she has complied with any treatment recommendations proposed by the mental health counselor. Respondent shall pay any expense incurred. Certificate Number 201194276 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 201194276 and any new endorsements or new areas of certification shall be subject to the following probationary conditions for five (5) years:

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

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

**Vote:** *Unanimous*

CF 2254297 Brittany Fears

Accept the hearing officer’s Recommended Order of dismissal.

**Vote:** *Unanimous*

*Motion made by Mr. Wade Stanfield seconded by Ms. Amber Snell, to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 1:32 p.m.