

The actions delineated below were taken in open session of the EPSB at the October 9, 2017, 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), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

**Education Professional Standards Board (EPSB)
Summary Minutes of the Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Chair Rob Akers called the meeting to order at 10:00 a.m. ET. He read the mission statement to the Board and audience.

Swearing In of EPSB Members

Board Secretary Ashley Abshire swore in R. Daniel Morgan and Aaron Thompson. They introduced themselves to the Board.

Roll Call

The following Board members were present during the October 9, 2017, EPSB meeting: Tracy Adams, Rob Akers, Kathy Gornik, David Graham, Donna Hedgepath, R. Daniel Morgan, Sherry Powers, Stephen Pruitt, Shad Sletto, Steven Thomas, Aaron Thompson, and Rachel Watson. Sarah Burnett, Tolya Ellis, and Dusty Phelps were absent.

Approval of October 9, 2017, EPSB Meeting Agenda

Motion made by Dr. Donna Hedgepath, seconded by Dr. Aaron Thompson, to amend the October 9, 2017, EPSB meeting agenda to remove Action Item C and add Waiver G for Kevin Fugate.

Vote: *Unanimous*

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

2017-061

Approval of August 21, 2017, EPSB Meeting Minutes

Emergency Non-Certified Personnel

School Principal P-12 (Rank I Master's and Option 6 Rank I Master's), Campbellsville University

Master of Arts in Art Education - Teacher Leader in Art (Rank II Master's and Rank I Master's) University of Kentucky

Kentucky Education Association/National Education Association Online Trainings

Motion made by Dr. Sherry Powers, seconded by Mr. David Graham, to approve the consent items.

Vote: *Unanimous (Dr. Donna Hedgepath recused on Consent Item C)*

Dr. Ben Boggs recognized representatives from Campbellsville University and University of Kentucky whose programs were approved.

Report of the Executive Director

Report from the Kentucky Department of Education

A written report was provided.

Report from the Council on Postsecondary Education

A written report was provided.

State Budget Update

Executive Director Adams reported on the state budget status in the absence of Greg Rush, the Executive Director of Budget and Administration for the Education and Workforce Development Cabinet, who was unable to attend. He said that the EPSB was asked to prepare a plan for potential 15% and 20% budget cuts for the agency. The agency will not know if or when budget cuts will be officially announced, but a plan is in place.

Teacher Career Pathways

Ms. Kelly Stidham (KDE) presented on the Teaching and Learning Career Pathway. This new education career pathway will provide high school students an additional pathway choice and supports the recruitment of a diverse and effective educator workforce in Kentucky. The 2017-2018 school year is the beta year to collect data and assess all components of the pathway.

Compensation for Student Teaching or Field Placement Hours Update

Executive Director Adams said during the past few meetings the response from the opinion of the Attorney General concerning compensation for student teaching or field placement hours has been discussed. In addition to reviewing the opinion of the Attorney General, staff found little data that support the practices of prohibiting an individual from obtaining field experience hours or student teaching at a school of origin or one in which the individual is employed.

He stated that at the August meeting, the Board directed EPSB staff to develop guidelines and make changes to the associated regulations pertaining to the following:

- *while it has been permissible for field placement hours to be conducted at a school of origin, an allowance for student teaching at a school of origin should also be made;
- *teacher candidates should be able to conduct field placement hours or student teach at a school of employment;
- *teacher candidates should not necessarily receive compensation for student teaching; and
- *if the Board decides to pursue the idea of paid student teaching, an impact study should be completed.

Mr. Adams reported that based on those directions, staff has been editing regulation 16 KAR 5:040 Admission, placement, and supervision in student teaching. Proposed changes to the

regulation remove language that is more appropriate for guidance documents, revise the observation requirements of student teachers, and revise and streamline the process by which an institution may request an alternative placement if an appropriate grade level placement cannot be found. Staff will place that language in a policy/procedure manual or handbook.

Mr. Adams said that in the proposed guidance documents, educator preparation providers will have the discretion of allowing or not allowing a teacher candidate to conduct field experience or student teach at a school of origin or one of employment. This continues the practice of allowing the EPPs to ensure that the statutes and regulations concerning field experiences and student teaching are met professionally, and that teacher candidates receive quality experiences in these areas. It allows an EPP to exercise what it can support to be “best practice” on these issues. However, if the EPP’s current practices are based on the 1963 Opinion of the Attorney General or previous direction from EPSB staff, that provider must find a new basis with data on which to support its actions.

Mr. Adams also stated that as long as the EPP can support its decision, then it can make that determination. The EPSB’s expectation, as it has always been, is that the EPPs are making the best decisions for the teacher candidates and advising them properly so that they are learner ready on day one of their careers.

Rank II Recommendations Update

Ms. Donna Brockman, Mr. John Fields, and Dr. Ben Boggs provided an update on the Rank II recommendations. Although the committee reached consensus, there were some recommendations that remain controversial. The recommendations were as follows:

- 1) Remove the mandatory requirements for an educator to obtain a Rank II as outlined in 16 KAR 8:020.
- 2) Allow a NBPTS certification to apply toward either a Rank II or Rank I as allowed in KRS 161.1211(1) classification of teachers. If an educator receives an additional NBPTS certificate in a different content area, the second certification may be used for a Rank I.
- 3) Create an approval process for an education cooperative, school district, or similar, as allowed in KRS 161.010(10). Grant certification authority to submit a planned pathway for a Rank II utilizing field-based experience, individual research, and approved professional development as allowed in KRS 161.095 continuing education for teachers.
- 4) Maintain the current CEO program as is.
- 5) Remove the prerequisite of a master’s degree for admission to an administrative program, but maintain the experience prerequisites.
- 6) Inform and promote the changes made by the Board once they go into effect.

Potential impacts of these recommendations include a systems change, uncertainty for educator preparation programs, quality of programs, and student achievement.

Mr. Terry Hibpshman presented the idea of developing a new career progressions system to replace the current rank system. He offered one approach that may be considered.

Mr. Adams proposed asking the legislature to file a joint resolution during the 2018 legislative session for a four-year stay on the Rank II requirement to allow time for redesigning and implementing a new system. The general consensus of the Board was to move forward with this proposal.

In December, Mr. Adams will bring forth a Career Progression Charter and method for appointments for the Board to consider.

Other Updates

New Website: The new EPSB website went live on September 29, 2017. The agency's goals for the new website include making it easier to find information, helping the EPSB audience to understand the work of the EPSB including statutes and regulations, and eventually providing two-way communication and trainings. To report broken links please go to <https://www.surveymonkey.com/r/S37FT5B>.

Report of the Chair

Board Retreat, December 10, 2017, 2:00PM ET

Chair Akers announced a Board retreat on December 10, 2017, at 2:00 p.m. ET at the EPSB offices.

Executive Director Evaluation

Chair Akers said a report from the Executive Director Evaluation committee would be presented at the December meeting.

Information/Discussion Items

16 KAR 5:040. Admission, Placement, and Supervision in Student Teaching, Amendment, Notice of Intent

Dr. Ben Boggs presented proposed changes to 16 KAR 5:040. To address the direction of the Board, staff looked specifically at Section 6, item (8) which currently states:

"A student teacher shall not be employed within the school in which he or she is assigned concurrent with student teaching."

New suggested language was as follows:

"A student teacher shall not receive direct compensation for student teaching."

In addition to this change in the regulation, the draft removes language that is more appropriate for guidance documents, revises the observation requirements for student teachers, and revises and streamlines the process by which an institution may request an alternative placement if an appropriate grade level placement cannot be found.

This item will be brought back to the Board in December for proposed final action.

Action Items

16 KAR 1:015 Standards for Certified Teacher Leader, Statement of Consideration

Educator Ethics Director Cassie Trueblood reported that the agency received four written comments. Staff carefully considered and reviewed each comment and decided not to amend the regulation after comments.

2017-062

Motion made by Dr. Thompson, seconded by Dr. Powers, to approve the statement of consideration for 16 KAR 1:015.

Vote: *Unanimous*

2018-2020 Biennial Budget Request

2017-063

Motion made by Mr. David Graham, seconded by Ms. Kathy Gornik, to approve the 2018-2020 Biennial Budget Request.

Vote: *Unanimous*

2018 Legislative Agenda

2017-064

Motion made by Dr. Thompson, seconded by Dr. Hedgepath, to approve the 2018 Legislative Agenda as follows:

- *Support the EPSB's budget requests for FY 2018-2020.*
- *Support a FY 2018-2020 budget allowance for internships, both KTIP and KPIP, and allow the use of restricted funds when necessary to support first year educators.*
- *Support the language revision to KRS 161.030(5) to allow KTIP placement in non-traditional classroom settings to accommodate all program needs.*
- *Support language revision in KRS 161.131(2) to have a goal stating there will always be at least one (1) national board certified teacher in every public school in Kentucky instead of by the year 2020.*
- *Support refiling of 2017 HB 521 to include school district employees' and teachers' accumulated sick days to carry over to EPSB upon employment with the agency.*
- *Support the language revision to KRS 161.048 (6) to replace the word "secondary" with "middle".*
- *Support seeking funds from the Title II of HEA to assist in supporting internship programs for first year educators.*
- *Support the continued efforts in reviewing the current requirement of the Rank II for Kentucky educators.*
- *Support legislation that furthers the EPSB Mission and Goals.*
- *Oppose any attempt to dilute or modify the current authority of the EPSB.*

Vote: *Yes - 11*
No- Shad Sletto

Waivers

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Jacob Woosley, Murray State University

2017-065

Motion made by Mr. Shad Sletto, seconded by Ms. Rachel Watson, to approve the waiver request for Jacob Woosley.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Brandon Jones, Murray State University

2017-066

Motion made by Mr. Sletto, seconded by Ms. Watson, to approve the waiver request for Brandon Jones.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Blake Parker, Murray State University

2017-067

Motion made by Ms. Tracy Adams, seconded by Mr. Sletto, to approve the waiver request for Blake Parker.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Student Teacher Placement Requirements, Dr. David Whaley on behalf of Jacob McKinney, Murray State University

2017-068

Motion made by Ms. Watson, seconded by Ms. Kathy Gornik, to approve the waiver request for Jacob McKinney.

Vote: *Unanimous*

16 KAR 2:010. Request to Waive Minimum GPA Requirement, Ramez Alnashef

2017-069

Motion made by Mr. Sletto, seconded by Mr. Graham, to approve the waiver request for Ramez Alnashef.

Vote: *Unanimous*

16 KAR 2:020. Request to Waive Credit Requirement for a One Year Provisional Certificate, KDE on behalf of James Nieters

2017-070

Motion made by Mr. Sletto, seconded by Dr. Thompson, to approve the waiver request for KDE on behalf of James Nieters.

Vote: *Unanimous*

Waiver Request G Staff Note and Documentation

Motion made by Mr. Graham, seconded by Ms. Gornik, to approve the waiver request for Kevin Fugate.

Vote: *Unanimous*

Alternative Route to Certification Applications

Ambria D. Ray- English, Grades 8-12

2017-071

Motion made by Dr. Thompson, seconded by Dr. Powers, to approve the alternative route to certification application for Ambria Ray.

Vote: *Unanimous*

Luke Darville, Music, Grades K-12

2017-072

Motion made by Dr. Thompson, seconded by Ms. Gornik, to approve the alternative route to certification application for Luke Darville.

Vote: *Unanimous*

Shauna D. Jones- Dance, Grades K-12

2017-073

Motion made by Dr. Powers, seconded by Ms. Adams, to approve the alternative route to certification application for Shauna Jones.

Vote: *Unanimous*

Board Comments

Mr. Shad Sletto asked if there was an appeal process to the Board for individuals who are denied waiver requests for proposed 16 KAR 5:040 changes allowing EPSB staff to approve alternative placement requests. Executive Director Adams said yes and staff need to ensure that language is in the regulation.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
October 9, 2017**

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

Vote: *Unanimous*

Motion made by Dr. Aaron Thompson seconded by Mr. David Graham, to return to open session.

Vote: *Unanimous*

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

Tracy Adams, Rob Akers, David Graham, Donna Hedgepath, Daniel Morgan, Sherry Powers, Steven Thomas, Aaron Thompson and Rachel Watson.

Attorneys present were Luke Gilbert, Joseph Martz, Eric Ray, Hannah Satram-Hale, Tess Russell and Cassie Trueblood.

INITIAL CASE REVIEW

<u>Case Number</u>	<u>Decision</u>
17061144	Admonish and Training
1703491	Attorney Review
17061098	Attorney Review
17061100	Attorney Review
17061116	Attorney Review
17061110	Admonish and Training
17061108	Admonish and Training
17061134	Admonish
17071301	Dismissed
17061154	Attorney Review
17061128	Attorney Review
17071255	Attorney Review
17061114	Attorney Review
17061188	Defer for Training
17061136	Attorney Review
17071269	Dismissed
17071259	Attorney Review
17071267	Attorney Review
17061090	Attorney Review
17061092	Attorney Review
17071249	Attorney Review

17061150	Dismissed
17061132	Attorney Review
17061162	Attorney Review
17061152	Defer for Training
17071265	Attorney Review
17061130	Defer for Training
17061146	Defer for Training
1705954	Defer for Training
17061142	Defer for Training
17061156	Defer for Training
17081321	Defer for Training
17061118	Attorney Review
17061106	Attorney Review
17061017	Dismissed
17061049	Dismissed
17061033	Defer for Training
1706999	Defer for Training
17061021	Defer for Training
17061007	Defer for Training
17061027	Defer for Training
17061045	Defer for Training
17061025	Defer for Training
17061029	Defer for Training
17061035	Defer for Training
17061047	Defer for Training
17061039	Defer for Training
1705727	Defer for Training
1705769	Dismissed
17061031	Defer for Training
1705757	Defer for Training
17061005	Defer for Training
1705763	Dismissed
170265	Dismissed
17061019	Defer for Training
1705789	Dismissed
17061013	Defer for Training
17061009	Defer for Training
17061043	Defer for Training
17061037	Defer for Training
17061023	Defer for Training
17061080	Defer for Training
1705920	Dismissed
17061158	Admonish and Training
17061166	Admonish and Training
17061170	Admonish and Training
17061176	Admonish and Training

17061182	Dismissed
17071263	Dismissed
17061184	Defer for Training
17071277	Attorney Review
17071253	Attorney Review
17061120	Defer for Training
17061160	Attorney Review
17061102	Attorney Review
17071261	Attorney Review
1705908	Admonish
17061148	Attorney Review
17061086	Defer for Training
17061078	Defer for Training
17071281	Dismissed
1005327	Refer to Hearing
1011675	Refer to Hearing
1011716	Refer to Hearing
12015	Refer to Hearing
1307507	Refer to Hearing
1402132	Refer to Hearing
160253	Defer for Training
1611957	Dismissed
1703523	Dismissed
1611937	Dismissed
1608567	Dismissed
170233	Dismissed
16121017	Dismissed
1702297	Dismissed
1703395	Dismissed
1703399	Dismissed
1703403	Dismissed
1703419	Dismissed
1703427	Dismissed
1703433	Dismissed
1703599	Dismissed
1705747	Dismissed
1705675	Dismissed
1705681	Dismissed
1705701	Dismissed
1705717	Dismissed
1705751	Dismissed
1705765	Dismissed
1705771	Dismissed
1705779	Dismissed
1705787	Dismissed
1705795	Dismissed

(Mr. Morgan recused)

1705801	Dismissed
1705805	Dismissed
1705916	Dismissed

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
171129	Approve
171124	Approve
171123	Approve
171150	Approve
171146	Approve
171255	Approve
171137	Approve
171271	Deny
171055	Approve
171178	Approve
171279	Approve
171252	Approve
171284	Approve
171138	Approve
171291	Approve
171260	Approve
171262	Approve
17873	Defer
171240	Deny
17814	Approve
171373	Defer
171377	Approve
171381	Approve
171127	Approve
171140	Approve
171128	Approve
171142	Approve
171156	Approve
171157	Approve
171168	Approve
171169	Approve
171174	Approve
171175	Approve
171183	Approve
171235	Approve
171238	Approve
171243	Approve
171246	Approve
171249	Approve
171253	Approve

171256	Approve
171259	Approve
171265	Approve
171267	Approve
171281	Approve
17978	Approve
171244	Approve
171289	Approve
171299	Approve
171320	Approve
171326	Approve
171335	Approve
171336	Deny
171342	Approve
171343	Approve
171361	Approve
171367	Approve
171315	Approve
171380	Approve
171351	Approve
171382	Approve

Agreed Orders

Case Number

17061104 Charisse Cody

Decision

Accept Agreed Order stating Cody is currently retired with no immediate plans to return to the education profession. Prior to returning to any position of employment that requires Kentucky certification, Cody shall first comply with the following conditions:

1. Cody shall provide written proof to the Board that she has completed six (6) hours of classroom management training, as approved by the Board. Cody shall pay any expense incurred. If Cody fails to satisfy this condition prior to accepting certified employment, Certificate Number 000024079 shall be administratively suspended until such condition has been satisfied.
2. Cody shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Cody shall pay any expense incurred. If Cody fails to satisfy this condition prior to accepting certified employment, Certificate Number 000024079 shall be

administratively suspended until such condition has been satisfied.

Cody 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*

1504165 Terry Sweet

Accept Agreed Order stating Sweet voluntarily, knowingly, and intelligently surrenders Certificate Number 000012112, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Sweet shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1512847 Minkah Baunjoko

Accept Agreed Order stating Baunjoko is not currently teaching nor does he plan on teaching in the future. Baunjoko voluntarily, knowingly, and intelligently surrenders his teaching certificate, 201151043, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Baunjoko shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1608497 Gabriel Burns

Accept Agreed Order admonishing Burns for conduct unbecoming a teacher. The Board reminds Burns that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Drinking any amount of alcohol on school property is not tolerated even if students are not present. The Board will tolerate no further incidents of misconduct by Burns.

On or before February 1, 2018, Burns shall submit written proof to the Board that he has successfully completed six (6) hours of professional development or training, as

approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. If Burns fails to satisfy this condition, Certificate Number 200404495, and any future endorsements or new areas of certification, shall be automatically suspended until Burns completes the required training and provides the appropriate written proof to the Board.

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

Vote: *Unanimous*

1703555 William Spoonamore

Accept Agreed Order admonishing Spoonamore for actions taken in the process of removing items from school property. Although Spoonamore had verbal permission from a previous school administration to remove equipment, he failed to properly inventory and document the items removed. The Board reminds Spoonamore that as a certified educator in the Commonwealth of Kentucky he has a duty to uphold the Professional Code of Ethics. The Board expects Spoonamore to uphold the Professional Code of Ethics in the future.

Spoonamore has retired and has no immediate plans to return to the education profession. Should Spoonamore decide to return to the classroom at some point in the future, he must comply with the following condition prior to accepting a certified position:

Spoonamore shall provide written proof to the Board that he has completed a course on Rebook Training.

Any expense involved in meeting these requirements shall be paid by Spoonamore. If Spoonamore fails to satisfy these conditions, Certificate Number 404089152 shall be automatically suspended until all conditions are met.

Spoonamore 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*

1703589 Gavin Logsdon

Accept Agreed Order permanently revoking certificate number 201121501. Logsdon shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Logsdon shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1611947 Joshua Zeller

Accept Agreed Order admonishing Zeller for not preventing a student from physically intervening with another student when the student picked up the other and placed him in his seat in Zeller's classroom. The Board reminds Zeller that as a certified educator in the Commonwealth of Kentucky he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board expects Zeller to uphold the Professional Code of Ethics in the future.

Furthermore, by February 28, 2018 Zeller shall submit written proof to the Board that he has completed twelve (12) hours of professional development training in the area of classroom management AND a course on the Professional Code of Ethics for Certified Personnel, as approved by the Board. Any expense required for said training shall be paid by Zeller. If Zeller fails to satisfy this condition, Certificate Number 000068129 shall automatically be suspended until Zeller completes the required training and provides the appropriate written proof to the Board.

Zeller 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*

1702157 Christine Lewis

Accept Agreed Order stating Case No. 1702157 is dismissed without prejudice.

Lewis has provided written proof to the Board that she has completed three (3) hours of professional development/training in the area of classroom management.

Lewis 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*

070479 Dianne Lavenson

Accept Agreed Order admonishing Lavenson for failure to take reasonable measures to protect the health, safety, and emotional well-being of students. As an educator, Lavenson must be aware of the proper discourse and procedures to be used with students, and must refrain from subjecting them to embarrassment or disparagement. The Board will not tolerate any further incidents of this misconduct from Lavenson.

Lavenson is not currently working in the education profession. Prior to returning to the classroom, Lavenson shall provide written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Lavenson.

Failure to comply with the training requirement prior to accepting a position which requires a Kentucky teaching certification will result in an automatic suspension of Lavenson's teaching certificate and it will remain suspended until she completes the training requirements contained in this Agreed Order.

Vote: *Unanimous*

1506431 George Donoghue

Accept Agreed Order admonishing Donoghue for neglect of duty. The Board reminds Donoghue that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. By jokingly placing food on a student's person, Donoghue unnecessarily subjected that student to public embarrassment. An educator must refrain from subjecting students to embarrassment or disparagement. Subjecting students to demeaning behavior is unacceptable conduct for an

educator. The Board will not tolerate any further incidents of misconduct from Donoghue.

Furthermore, the Board directs and Donoghue acknowledges that he, like all teachers and school administrators, has a professional responsibility to treat colleagues and students with dignity and respect in all circumstances. Civilly articulated disagreements between educators are not undignified, disrespectful, unprofessional, or unethical, and do not violate the Professional Code of Ethics for Kentucky School Personnel.

Donoghue shall provide written proof to the Board that he has completed a course on professional development/training in the area of classroom management by December 1, 2017. Any expense required for said training shall be paid by Donoghue.

By December 1, 2017, Donoghue shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that he has complied with a comprehensive anger management evaluation, and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Donoghue shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Donoghue from treatment. Donoghue shall pay any expense incurred.

Should Donoghue fail to provide proof that he has met the above conditions, Certificate Number 200702530 shall be administratively suspended until Donoghue completes the requirements and provides the appropriate written proof to the Board.

Donoghue 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*

07112377 Carlton Lee

Accept Agreed Order admonishing Lee for his lack of professional judgment in interactions with students both during and outside of school hours. Exchanging personal text messages with students is inappropriate no matter the intent. As an education professional, it is Lee's responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity careful never to single out a particular student for special treatment and/or friendship.

Lee's certificate has expired. Prior to renewal or reissuance of Lee's certificate, he be required to first show proof that he has completed 12 hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board, and a course on teacher/student boundary training, as approved by the Board. Failure to produce this proof prior to an application for renewal or reissuance will result in Lee's application being automatically denied.

Vote: *Unanimous*

1702123 Mary Balles

Accept Agreed Order admonishing Balles for exercising poor professional judgment, and for failing to follow the guidelines of 704 KAR 7:160. The Board reminds Balles of her ethical duties to provide professional education services in consonance with accepted best practice and 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 by Balles.

1. Balles has provided written proof to the Board that she has completed six (6) hours of educator ethics training.
2. Balles has provided written proof to the Board that she completed a twelve (12) hour professional development program titled "Behavior Institute" that was conducted by the Kentucky Council for Exceptional Children and the Kentucky Council for Children with Behavior Disorders.
3. Balles has provided written proof to the Board that she completed a three-day professional development program titled "TEACCH Autism"

that was conducted by the University of North Carolina.

4. Balles has provided written proof to the Board that she has completed Safe Crisis Management training.

Balles 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*

1705914 Marnie Vanwinkle

Upon acceptance of this agreement by the Board, Certificate Number 200303123 shall be retroactively suspended from April 1, 2017 through April 30, 2017 and June 1, 2017 through July 30, 2017, a total of ninety (90) days.

1. Vanwinkle has provided written proof to the Board that she has completed a seven (7) week Intensive Outpatient Program, and is compliant with all treatment recommendations.
2. By October 1, 2018, Vanwinkle shall provide written proof to the Board that she has completed educator ethics training, as approved by the Board. Vanwinkle shall pay any expense incurred. If Vanwinkle fails to satisfy this condition by October 1, 2018, Certificate Number 200303123 shall be administratively suspended until such condition is satisfied.

Additionally, Certificate Number 200303123 shall be subject to the following probationary conditions for a period of three (3) years:

1. By January 1st and June 1st of each year of the probation, Vanwinkle shall provide written proof to the Board from her current treatment provider or Alcoholics Anonymous sponsor that she is maintaining her sobriety. Vanwinkle shall pay any expense incurred. If Vanwinkle fails to satisfy this condition, Certificate Number 200303123 shall be administratively suspended until such condition is satisfied.

2. Vanwinkle shall not receive any disciplinary action for use of drugs or alcohol from any school district in which she is employed. If Vanwinkle fails to satisfy this condition, Certificate Number 200303123 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.

Vanwinkle 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*

1011756 Robin Gilliland

Accept Agreed Order stating Gilliland shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 200141302, Professional Certificate For Teaching English, Grades 8 Through 12; and Endorsement For Teaching Instructional Computer Technology, Primary Through 12. Additionally, upon the expiration of Certificate Number 200141302 on June 30, 2021, Gilliland 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 Gilliland violates this agreement, Certificate Number 200141302 shall be automatically permanently revoked and/or any application for certification shall be denied.

Vote: *Unanimous*

1605345 Curtis Bennett

Accept Agreed Order stating Bennett voluntarily, knowingly, and intelligently surrenders Certificate Number 00060369, and agrees not to apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Bennett shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous (Dr. Hedgepath recused)*

1308623 Greg Rafferty

Accept Agreed Order suspending Certificate Number 201132082 for a period of thirty (30) days.

Furthermore, upon acceptance of this agreement by the Board, Rafferty is admonished for conduct unbecoming an educator and violating student-educator boundaries. The Board reminds Rafferty that educators must maintain the dignity and integrity of the profession at all times. He must strive to uphold the responsibilities of the profession and uphold the Professional Code of Ethics in the future and the Board will tolerate no further incidents of misconduct by Rafferty.

Upon acceptance of this agreement by the Board, Certificate Number 201132082 shall be on probation for a period of five (5) years subject to the following probationary conditions:

- 1) By July 31, 2018, Rafferty shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified Teachers with an emphasis on student-educator boundaries, as approved by the Board. Any expense required for said training shall be paid by Rafferty. If Rafferty fails to satisfy this condition, Certificate Number 201132082 shall automatically be suspended until Rafferty completes the required training and provides the appropriate written proof to the Board;
- 2) During the probationary period, Rafferty shall submit an AOC background check to the Board by July 31 of every year;

- 3) During the probationary period, Rafferty shall not receive any criminal convictions. If Rafferty fails to satisfy this condition, Certificate Number 201132082 shall automatically be suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120;
- 4) During the probationary period, Rafferty shall not receive any disciplinary actions from any school district in the Commonwealth of Kentucky for inappropriate relationship with students or violation of student/educator boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Rafferty fails to satisfy this condition, Certificate Number 201132082 shall be automatically and permanently revoked.

Rafferty 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*

1506297 David Welch

Accept Agreed Order admonishing Welch for exercising poor classroom management and for making physical contact a student. The Board reminds Welch that he has a duty to protect the health and safety of students and to set a positive example for his students. The Board will not tolerate any further incidents of misconduct from Welch.

1. Welch shall provide written proof to the Board by December 1, 2017 that he has completed professional development or training on classroom management/de-escalation techniques, as approved by the Board. Welch shall pay any expense incurred. If Welch fails to provide written proof by December 1, 2017, Certificate Number 000046559 shall be administratively suspended until proof is provided to the Board.

Welch 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. Morgan recused)*

1208534 Victoria Lacy

Accept Agreed Order stating Lacy has retired and has no immediate plans to return to the education profession. However, if Lacy returns to the Kentucky public school system in any capacity that requires certification, she shall first comply with the following conditions:

1. Lacy shall provide written proof to the Board that she has completed professional development or training on educator ethics, as approved by the Board. Lacy shall pay any expense incurred. If Lacy fails to satisfy this condition prior to accepting certified employment, Certificate Number 200009727 shall be administratively suspended until such condition is satisfied.
2. Lacy shall provide written proof to the Board that she has completed professional development or training on special education documentation, as approved by the Board. Lacy shall pay any expense incurred. If Lacy fails to satisfy this condition prior to accepting certified employment, Certificate Number 200009727 shall be administratively suspended until such condition is satisfied.

Upon returning to the Kentucky public school system, Certificate Number 200009727 shall be subject to the following probationary condition:

3. Lacy shall not receive any disciplinary action for incompetency or neglect of duty from any school district in which she is employed. If Lacy fails to satisfy this condition, Certificate Number 200009727 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

“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.

Lacy 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*

CF17888 Wade McCallum

Accept Agreed Order stating McCallum 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. McCallum shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall submit written evidence that he has complied with the assessment process. McCallum shall pay any expense incurred.
2. McCallum shall submit written proof to the Board that he has completed educator ethics training, as approved by the Board. McCallum shall pay any expense incurred.

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

1. If McCallum's chemical dependency counselor makes any treatment recommendations, McCallum shall comply with the treatment recommendations. McCallum shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. McCallum shall pay any expense incurred. If McCallum fails to comply with this condition, any

and all certificates issued to him shall be administratively suspended until he is in compliance.

2. McCallum 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 McCallum is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, he shall submit this information to the Board, in writing, within thirty (30) days. If McCallum fails to comply with this condition in its entirety, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. McCallum shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). McCallum shall pay any expense incurred. If McCallum fails to comply with this condition, his application for renewal and/or additional certification(s) shall be denied until he is in compliance.

Vote: *Unanimous*

CF17987 Angela Byassee

Accept Agreed Order stating Byassee shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Byassee shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall submit written evidence that she has complied with the assessment process. Byassee shall pay any expense incurred.
2. Byassee shall submit written proof to the Board that she has completed educator ethics training, as

approved by the Board. Byassee shall pay any expense incurred.

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

1. If Byassee's chemical dependency counselor makes any treatment recommendations, Byassee shall comply with the treatment recommendations. Byassee shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Byassee shall pay any expense incurred. If Byassee fails to comply with this condition, any and all certificates issued to her shall be administratively suspended until she is in compliance.
2. Byassee 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 Byassee is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, she shall submit this information to the Board, in writing, within thirty (30) days. If Byassee fails to comply with this condition in its entirety, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.
3. Byassee shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Byassee shall pay any expense incurred. If Byassee fails to comply with this condition, her application for renewal and/or additional certification(s) shall be denied until she is in compliance.

Vote: *Unanimous*

1203205 Tracey Sparks

Accept Agreed Order admonishing Sparks for conduct unbecoming a teacher, neglect of duty, and breach of contract. The Professional Code of Ethics for Kentucky Certified School Personnel requires Sparks to exemplify

behaviors which maintain the dignity and integrity of the profession and forbids Sparks from abandoning her position as an educator. The Board reminds Sparks that she has an ethical duty to treat colleagues with dignity and respect. The Board will not tolerate any further incidents of misconduct from Sparks.

Certificate Number 200405878 is currently expired and Sparks is not currently teaching. Prior to renewing any certification, Sparks shall provide the following:

1. Sparks 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. Sparks shall provide proof that she has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide written progress reports to the Board until she has been released from treatment by the counselor. Any expense incurred for the assessment or follow-up treatment shall be paid by Respondent. Failure to comply will be reason to deny any application for certification.
2. Sparks shall provide written proof to the Board that she has successfully completed twelve (12) hours of training, as approved by the Board, in anger and/or conflict management. Any expense incurred for said training shall be paid by Respondent. Failure to comply will be reason to deny any application for certification.
3. Sparks shall provide written proof to the Board that she has successfully completed twelve (12) hours professional development or training, as approved by the Board, on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent. Failure to comply will be reason to deny any application for certification.

From the date of acceptance of any teaching and/or administrative position in the Commonwealth of Kentucky, Certificate Number 200405878, and any future endorsements or new areas of certification, shall be subject

to the following probationary condition for a period of ten (10) years:

Sparks shall receive no disciplinary action from any school district in which she is employed during the probationary period. If Sparks fails to satisfy this condition, Certificate Number 200405878 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.

Sparks is aware that should she violate KRS 161.120, either during or following this ten (10) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1703593 Kenna Brown

Accept Agreed Order admonishing Brown for exercising poor professional judgment. The Board reminds Brown of her ethical duty to take reasonable measures to protect the health, safety and emotional well-being of her students. The Board will not tolerate any further incidents of misconduct from Brown.

On or before March 1, 2018, Brown shall submit written proof to the Board that she has successfully completed twelve (12) hours of educator ethics professional development or training, as approved by the Board. Any expense incurred for said training shall be paid by Brown. Should Brown fail to satisfy this condition by March 1, 2018, Certificate Number 201157420 shall be administratively suspended until such condition is satisfied.

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*

1702117 Jean Williams

Accept Agreed Order admonishing Williams for exercising poor professional judgment and for failing to properly manage a student's behavior. The Board recognizes that students are going to misbehave and disrupt the classroom setting, but an educator must remain aware of the line between appropriate and inappropriate physical intervention when interacting with a student. The Board reminds Williams that she has a duty to protect the health and safety of students and to set a positive example for her students. The Board will not tolerate any further incidents of misconduct from Williams.

Upon acceptance of this agreement by the Board, Certificate Number 27755 is suspended for the period of February 25, 2017 to June 30, 2017.

Williams has provided proof that she has completed a course on classroom management with a focus on de-escalation, as approved by the Board.

Williams has provided proof that she has completed a course of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board.

Certificate Number 27755 shall be subject to a permanent probation with the following condition:

1. Williams shall receive no disciplinary action during the probationary period. "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. If Williams fails to satisfy this condition, Certificate Number 27755 shall be administratively suspended pending Board review and disposition.

Williams 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*

1702141 Jemilla Barakaat

Accept Agreed Order admonishing Barakaat for failing to use appropriate means of discipline and discourse with students. The Board reminds Barakaat that as an educator it is her duty to protect the health, safety and emotional well-being of each and every student in her classroom and to refrain, no matter how difficult the situation, from embarrassing or disparaging those in her care.

Barakaat shall provide written proof to the Board that she has completed six (6) hours of professional development/training in the area of classroom management by December 1, 2017. Any expense required for said training shall be paid by Barakaat.

By December 1, 2017, Barakaat shall provide written proof to the Board from a duly licensed or certified psychiatrist or mental health professional, as approved by the Board, that she has complied with a comprehensive anger management evaluation, and is fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. If the evaluating psychiatrist or mental health professional recommends ongoing treatment, Barakaat shall provide to the Board quarterly written progress reports to begin three (3) months after submission of the initial evaluation to the Board, until the evaluating psychiatrist or mental health professional releases Barakaat from treatment. Barakaat shall pay any expense incurred.

Should Barakaat fail to provide proof that she has met the above conditions, Certificate Number 201123826 shall be administratively suspended until Barakaat completes the requirements and provides the appropriate written proof to the Board.

Barakaat 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*

16121097 Dawn Lader

Accept Agreed Order admonishing Lader for her failure to adequately supervise students in her classroom, leading to her being unaware that a female student had inappropriately touched a male student in her class. As an educator, Lader has a duty to be cognizant of any misbehavior that is occurring in the classroom in which she is teaching. The Board further reminds Lader that she has a statutory responsibility to report all incidents of abuse, neglect, or dependency of a child to law enforcement or the Cabinet for Health and Family Services. The Board expects Lader to uphold the Professional Code of Ethics for Kentucky Certified School Personnel going forward.

Certificate 11587 is retroactively suspended for the period of June 1, 2017 to June 30, 2017.

Furthermore, Certificate 11587 shall be subject to the following probationary condition for two (2) years:

1. Lader shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which she is employed. If Lader fails to satisfy this condition, Certificate Number 11587 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“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.

Additionally, Lader shall submit written proof that she has completed professional development/ training in the area of

sexual abuse awareness, as approved by the Board, by December 31, 2017. Any expense for this training shall be paid by Lader. If Lader fails to satisfy this condition, certificate number 200231139 shall be automatically suspended until Lader completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous (Mr. Morgan recused)*

1705952 Candace Graves

Accept Agreed Order stating Graves is retired and has no plans to return to the teaching profession. Should Graves decide to return to the profession in the future, she must complete the following conditions prior to accepting a position which requires Kentucky certification:

Graves shall submit written proof to the Board that she has completed a course of professional development/training in the area of classroom management. Any expense for this training shall be paid by Graves. If Graves fails to satisfy this condition, Certificate Number 19295 shall be automatically suspended until such time as Graves satisfies this condition.

Graves shall submit written proof to the Board that she has completed a course of professional development/training on the Professional Code of Ethics for Kentucky School Certified Personnel. Any expense for this training shall be paid by Graves. If Graves fails to satisfy this condition, Certificate Number 19295 shall be automatically suspended until such time as Graves satisfies this condition.

Vote: *Unanimous*

1705900 Kristi Blakemore

Accept Agreed Order admonishing Blakemore for conduct unbecoming a teacher. The Board reminds Blakemore that, as a teacher, she has a duty to uphold the dignity and integrity of the teaching profession. Using profanity in front of students disrespects this dignity and integrity and sets a bad example for the students in her classroom. The Board will tolerate no further misconduct from Blakemore.

Upon acceptance of this Agreed Order by the Board, Certificate Number 200303437 shall be on a two (2) year probation and subject to the following probationary condition:

1. Blakemore shall receive no disciplinary action regarding the use of inappropriate language in the classroom during the probationary period. "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.

Blakemore 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*

1205298 Deonna Adams

Accept Agreed Order admonishing Adams for conduct unbecoming a teacher. As an educator, Adams has a duty to protect the health, safety, and emotional welfare of students. As a teacher of students with special needs, Adams must be especially cognizant of the language and amount of force used when disciplining and assisting her students. The Board will not tolerate any further incidents of misconduct from Adams.

Adams is retired. Should Adams decide to return to the classroom in the future, she must complete the following conditions prior to accepting a position which requires Kentucky certification:

1. Adams shall submit written proof to the Board that she has completed twelve (12) hours of professional development training on classroom management relating to Exceptional Child Education, as approved by the Board. Any expense required for said training shall be paid by Adams; and
2. Adams shall submit written proof to the Board that she has received twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Adams.

Should Adams violate these conditions, certificate number 000080217, including any and all endorsements, shall be automatically suspended until Adams completes the

required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1611951 Edward Munn

Accept Agreed Order admonishing Munn for conduct unbecoming a teacher. The Board reminds Munn that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Being under the influence of alcohol at school sets a bad example for students, and failing to follow school procedure relating to absences and maintaining lesson plans inhibits the ability of students to receive a quality and effect education. The Board will tolerate no further misconduct by Munn.

Munn is retired and has no plans to return to the teaching or school administration profession in Kentucky. Should Munn decide to return to the profession in the future, he must complete the following conditions prior to accepting a position which requires Kentucky certification:

1. Munn shall provide written proof from a licensed and Board approved alcohol/substance abuse counseling program that she has been assessed and complied with all recommended treatment. Any expense for said assessment and treatment shall be paid by Munn. Failure to complete this requirement prior to accepting a position requiring certification will result in Munn's certificate being suspended until he provides the necessary proof.
2. Munn shall provide written proof that he has completed a course of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense for said training shall be paid by Munn. Failure to complete this requirement prior to accepting a position requiring certification will result in Munn's certificate being suspended until he provides the necessary proof.

If Munn should decide to return to a teaching or school administration position which requires Kentucky certification, he shall be under probation for a period of three (3) years from the start date of his employment. Under the terms of this probation:

1. Munn shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Munn is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in any certificate issued to Munn being automatically suspended pending Board review and disposition.
2. Munn shall receive no disciplinary action during the probationary period. "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. If Munn receives disciplinary action during the three (3) year period, Certificate Number 200306302 will be automatically suspended for one (1) year.

Vote: *Unanimous*

Recommended Order

Case Name

1108603 Debra Jordan

Decision

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that Certificate Number 000024093 is permanently revoked. Jordan shall neither apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Jordan shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

CF16750 Robert Rister

The hearing officer's Findings of Fact, Conclusions of Law and Recommended Order are remanded to the hearing officer for further proceedings in accordance with KRS

