

The actions delineated below were taken in open session of the EPSB at the April 8, 2024, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 300 Sower Boulevard, 5th Floor, Frankfort, KY 40601.

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

Call to Order

Chair Justin Mitchell called the meeting to order at 9:03 p.m. ET.

Roll Call

The following Board members were present during the April 8, 2024, EPSB meeting: Diane Berry, James Cousins, Elijah Edwards, C.J. Fryer, Cathy Gunn, Amy Lingo, Corinne Murphy, Lisa Rudzinski, Amber Snell, Vice-Chair Weedman and Chair Justin Mitchell.

CPE: Amanda Ellis

Cabinet: Susan Reiber

Consent Items

Approval of February 12, 2024, EPSB Meeting Minutes

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

Option 9 Application, Paducah Independent Schools and Campbellsville University

Georgetown College: Approval of Proficiency Plan

University of Kentucky: Learning and Behavior Disorders

University of Kentucky: Moderate and Severe Disabilities

Central Kentucky Education Cooperative: Continuing Education Option Plan II Proposal

Hickman County Schools: Continuing Education Option Plan II Proposal

Kentucky Rank Advancement Academy: Continuing Education Option Plan II Proposal

Murray Independent Schools: Continuing Education Option Plan II Proposal

2024-245

Motion made by Ms. Amber Snell, seconded by Dr. James Cousins, to approve. Dr. Corrine Murphy rescued from Consent Item I.

Vote: Unanimous

Report from the Commissioner

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

Report from the Council on Postsecondary Education

Amanda Ellis gave an update from the Council on Postsecondary Education.

Report from the Cabinet

Susan Reiber gave an update from the Cabinet.

Report from the Associate Commissioner

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

Legislative Update

Cassie Trueblood gave a report on the legislative session.

Report from the Chair

Chair Mitchell thanked everyone for joining the meeting and giving us current updates. He shared that Vice-Chair Weedman was resigning from the Board. He presented her with a plaque and thanked her for her service to the Board.

Information/Discussion Items

16 KAR 5:040, Admission, Placement and Supervision in Student Teaching, Amendment

Cassie Trueblood gave an update on the amendment to 16 KAR 5:040, Admission, Placement and Supervision in Student Teaching

Action Items

16 KAR 2:110, Endorsement for Teachers for Gifted Education, Amendment

2024-246

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

Vote: Unanimous

16 KAR 2:160, Probationary Certificate for Teachers of Exceptional Children, Agency Amendment

2024-247

Motion made by Mr. Eli Edwards, seconded by Vice-Chair Weedman, to approve.

Vote: Unanimous

16 KAR 2:170, Probationary Certificate for Middle School Teachers, Amendment

2024-248

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

Vote: Unanimous

16 KAR 2:200, Probationary Endorsement for Teachers of English as Second Language, Amendment

2024-249

Motion made by Dr. Corrine Murphy, seconded by Vice-Chair Weedman, to approve.

Vote: Unanimous

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

2024-250

Motion made by Dr. James Cousins, seconded by Ms. Amber Snell, to approve.

Vote: Unanimous

Waivers

16 KAR 5:040. Request to Waive Student Teacher Days Due to District School Closures for Transylvania University

2024-251

Motion made by Mr. C.J. Fryer, seconded by Vice-Chair Weedman, to approve.

Vote: *Unanimous*

Alternative Routes

Mary Beath, Music, All Grades

2024-252

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

Vote: *Unanimous*

Dawn Campbell, Theatre, All Grades

2024-253

Motion made by Mr. Eli Edwards, seconded by Vice-Chair Weedman, to approve.

Vote: *Unanimous*

Leesa Stivers, Family and Consumer Science, Grades 5-12

2024-254

Motion made by Dr. Corrine Murphy, seconded by Dr. Amanda Ellis, to approve.

Vote: *Unanimous*

Motion made by Ms. Amber Snell seconded by Ms. Susan Reiber, 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 Dr. Amanda Ellis, to return to open session.

Vote: *Unanimous*

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

Diane Berry, James Cousins, Eli Edwards, Amanda Ellis, Christopher J. Fryer, Cathy Gunn, Amy Lingo, Justin Mitchell, Susan Reiber, Lisa Rudzinski, Amber Snell, and Sarah Weedman.

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

Initial Case Review

Case Number

2355671

2355579

2355678

2355679

Decision

Defer for Training

Dismiss w/Prejudice

Defer for Training

Attorney Review

2355652	Defer for Training	
2355642	Dismiss w/Prejudice	
2355634	Attorney Review	
2455810	Attorney Review	
2455701	Attorney Review	
2455700	Defer for Training	
2355684	Attorney Review	
2355508	Attorney Review	
2355683	Attorney Review	
2355675	Attorney Review	(Mr. Edwards recused)
2355668	Attorney Review	
2355653	Attorney Review	
2355590	Attorney Review	
2355595	Attorney Review	
2355598	Attorney Review	
2355650	Admonish	
2355649	Admonish	
2355648	Defer for Training	
2355645	Attorney Review	
2355644	Admonish	
2355640	Attorney Review	
2355635	Attorney Review	(Mr. Fryer recused)
2355637	Defer for Training	
2355685	Attorney Review	
2355672	Attorney Review	
2355531	Attorney Review	(Dr. Ellis recused)
2455766	Attorney Review	
2455721	Attorney Review	
2455719	Attorney Review	(Ms. Weedman dissented)
2455714	Attorney Review	
2455713	Attorney Review	
2455712	Attorney Review	
2455709	Attorney Review	
2455708	Attorney Review	
2455707	Attorney Review	
2455706	Attorney Review	
2455702	Attorney Review	(Dr. Ellis recused)
2355529	Attorney Review	
2355680	Attorney Review	
2355566	Attorney Review	(Ms. Rudzinski recused)
2355670	Attorney Review	
2355659	Attorney Review	(Ms. Weedman recused)
2355641	Attorney Review	
2355658	Defer for Training	
2355580	Attorney Review	
2355654	Dismiss w/Prejudice	

2355651	Attorney Review
2355647	Defer for Training
2355632	Dismiss w/Prejudice
2355633	Dismiss w/Prejudice
2455724	Attorney Review
2355639	Attorney Review
2455774	Attorney Review
2355636	Attorney Review
2355657	Defer for Training
2355643	Defer for Training
2455851	Admonish
2455812	Admonish
2455803	Admonish
2455802	Admonish
2455726	Admonish
2455723	Admonish
2455722	Admonish
2355682	Admonish
2355681	Admonish
2355625	Dismiss w/Prejudice
2355627	Defer for Training
2355629	Dismiss w/Prejudice
2455840	Dismiss w/Prejudice
2355587	Defer for Training
2355538	Attorney Review
2455728	Defer for Training
2355638	Defer for Training
2355166	No Further Action
2355288	Refer to Hearing
2355170	Refer to Hearing
2354909	Refer to Hearing
2355457	Refer to Hearing
1806921	Refer to Hearing
2254432	Refer to Hearing
2355067	Dismiss w/Prejudice
2355133	Dismiss w/Prejudice
2355511	Dismiss w/Prejudice
2001135	DWOP
2355380	Dismiss w/Prejudice
2355301	Dismiss w/Prejudice
2355134	Admonish
2355201	Dismiss w/Prejudice
2355370	Dismiss w/Prejudice
2355242	Admonish
2355237	Dismiss w/Prejudice
2355527	Dismiss w/Prejudice

2355320 Dismiss w/Prejudice

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
2455747	Approve
2455801	Approve (w/Conditions)
2355556	Approve
2455857	Approve (w/Conditions)
2455861	Approve
2455863	Approve
2455864	Approve
2455866	Approve
2455869	Approve
2455870	Approve
2455871	Approve
2455877	Approve
2455878	Approve
2455732	Approve
2455880	Approve
2455886	Approve
2455887	Approve
2455888	Approve
2455935	Approve
2455936	Approve
2455865	Approve
2455759	Approve
2455856	Deny
2455860	Approve
2455868	Approve
2455874	Approve
2455875	Approve
2455879	Approve
2455881	Approve
2455882	Approve
2455884	Approve
2455889	Approve
2455933	Approve
2455937	Approve
2455938	Approve

Agreed Orders

<u>Case Number</u>	<u>Decision</u>
2254751 Heather George	Accept Agreed Order stating certificate number 201211102 is hereby voluntarily surrendered. George shall neither apply for, nor be issued, a teaching, emergency and/or

administrative certificate in the Commonwealth of Kentucky during her lifetime.

Vote: *Unanimous*

2455705 Francis McCausland

Accept Agreed Order stating upon acceptance of this agreement by the Board, McCausland shall be issued a Kentucky teaching certificate subject to the conditions below upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. McCausland shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):
 - a. “Professional code of Ethics for Kentucky School Certified Personnel”

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

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

1. During the probationary period, McCausland 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 McCausland’s certificate being automatically suspended pending Board review and disposition.

Vote: *Unanimous*

2354924 Gregory Linton

Accept Agreed Order stating prior to June 1, 2024, Linton shall submit written proof to the Board that he has completed

the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. A course under the “Educator Ethics” heading; and
2. “Confidentiality Training for Kentucky School Certified Personnel.”

Any cost for said trainings shall be paid for by Linton. Failure to submit written proof of completion prior to June 1, 2024 will result in Certificate Number 201199163 being administratively suspended until such time as Linton provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201199163, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for two (2) years:

1. During the probationary period, Linton 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 201199163 being administratively suspended pending further Board review and disposition.

Linton 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*

2355574 Rodney Whitt

Accept Agreed Order upon acceptance of this agreement by the Board, Whitt shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 201160419. Upon the natural expiration of Certificate Number 201160419, Whitt 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 Whitt violates this agreement, Certificate Number 201160419 shall be automatically permanently revoked, and/or any application for certification shall be denied.

Vote: *Unanimous*

2354928 April Bradford

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199602027 is permanently revoked. Bradford shall neither apply for, nor be issued, a teaching, administrative and/or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

2355459 Jason Back

Accept Agreed Order stating Upon acceptance of this agreement by the Board, Certificate Number 201228369 is permanently revoked. Back shall neither apply for, nor be issued, a teaching, administrative and/or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

2355509 Eric Larson

Accept Agreed Order stating Larson voluntarily, knowingly, and intelligently surrenders Certificate Number 201197789, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

2355543 Jeremy Jenkins

Accept Agreed Order suspending Certificate Number 72600 for forty-five (45) days from June 13, 2024 through July 28, 2024. Jenkins shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the

position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Jenkins acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this agreement.

Jenkins provided proof of completion of Safety and Emergency Procedures Manual Training and Safe Crisis Management Training. Prior to reinstatement, Jenkins shall submit written proof to the Board that he has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. "Professional Code of Ethics for Kentucky School Certified Personnel";
2. "Part 2: Understanding Educator Ethics"; and
3. "Part 3: Holistic View on Ethics and the Law."

Any cost for said trainings shall be paid for by Jenkins. If Jenkins fails to satisfy any portion of this condition, Certificate Number 72600 shall not be reissued/reinstated until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 72600, 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, Jenkins 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 72600 being administratively suspended pending further Board review and disposition.

Jenkins 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*

2355547 Amanda Webb

Accept Agreed Order stating upon acceptance of this agreement by the Board, Webb is reprimanded for her lack of professional judgment in regard to her use of social media. Webb is reminded that as a certified educator she is required to meet high ethical standards as defined by the Professional Code of Ethics for Certified Educators.

Webb is not currently employed in the teaching profession. Prior to returning to certified employment Webb shall comply with the following conditions:

1. Webb shall notify the Board in writing of her intent to return to certified employment, at least ten (10) days prior to returning to a certified position. If Webb fails to satisfy this condition, Certificate Number 201190760 shall be administratively suspended for ten (10) days.
2. Within sixty (60) days of returning to certified employment, Webb 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). Webb shall pay any expense incurred. If Webb fails to satisfy this condition, Certificate Number 201190760 shall be administratively suspended until such condition is satisfied.

Finally, upon return to certified employment, Certificate Number 201190760 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 201190760 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*

2355058 Glenn Giles

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201214856 is suspended from June 15, 2022 to July 14, 2022, a period of thirty (30) days. Giles shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Giles acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Giles is not currently employed in the education profession. Prior to returning to a certified position in Kentucky, Giles shall comply with the following:

1. Giles shall notify the Board in writing of his intent to return to certified employment, at least ten (10) days prior to returning to a certified position. If Giles fails to satisfy this condition, Certificate Number 201214856 shall be administratively suspended for ten (10) days.

2. Within sixty (60) days of returning to certified employment, Giles shall provide written proof to the Board that he has completed a training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A). Giles shall pay any expense incurred. If Giles fails to satisfy this condition, Certificate Number 201214856 shall be administratively suspended until such condition is satisfied.

Further, upon returning to certified employment, Certificate Number 201214856 shall be subject to the following condition for a period of two (2) years:

1. Giles shall not receive any disciplinary action from any school district in which he is employed. If Giles fails to satisfy this condition, Certificate Number 201214856 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.

Giles 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*

2355492 Ralph Castle

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Castle shall be issued a Kentucky teaching certificate upon providing written proof to the Board that s/he has completed the following conditions:

1. Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
2. Castle 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 30 days prior to submission to the Board.

Castle shall pay any expense incurred. Castle shall not be issued a certificate until such conditions are satisfied.

b. Any and all certificates issued to Castle shall be subject to the following conditions for ten (10) years:

1. If the comprehensive alcohol/substance abuse assessment recommends ongoing treatment, Castle shall provide biannual written progress reports from a consistent counselor, on or before January 1st and July 1st of each year of the probationary period, until he is released from treatment. Castle shall pay any expense incurred. If Castle fails to satisfy this condition, any certificate issued to Castle shall be administratively suspended until such condition is satisfied.
2. Castle 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 an offense for which jail time may be imposed. If Castle is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, s/he shall submit this information to the Board, in writing, within thirty (30) days. If Castle fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.
3. Castle shall submit an official 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). Castle shall pay any expense incurred. If Castle fails to satisfy this condition, his application for certification renewal and/or an additional certificate shall not be processed until such condition is satisfied.

Vote: *Unanimous*

2254227 W Walston

Accept Agreed Order stating:

- a. Walston is hereby reprimanded for using unprofessional and disrespectful communication when dealing with students. The Board warns Walston to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Walston.
- b. On or before August 30th, 2024, Walston shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Walston. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201124709 being administratively suspended until such time as the Board receives the written proof of completion.

- c. Certificate Number 201124709 shall be subject to the following conditions for a period of two (2) years:
 - 1) Walston shall have no further disciplinary action from any school district in the Commonwealth of Kentucky.

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

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

If Walston fails to satisfy this condition, Certificate Number 201124709 shall be administratively suspended pending Board review and disposition.

- d. Walston 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*

2354975 Stephanie Cutler

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201120992 is suspended from June 1st, 2024 to June 10th, 2024. Cutler shall not be actively employed in a certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Cutler acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- b. Cutler is hereby reprimanded for using an unprofessional method to reward student behavior. The Board warns Cutler to exercise better discretion and establish better professional boundaries in the future by checking with colleagues and administrators before implementing novel sanctions for student behavior. The Board will tolerate no further misconduct by Cutler.
- c. On or before December 20th, 2024, Cutler shall submit written proof to the Board that s/he has completed the

following Board-approved professional development trainings or courses:

- 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
- 2) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).
- 3) Any training under the heading of “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).
- 4) The specific training “Autism: Teaching Students with Autism” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Cutler. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201120992 being administratively suspended until such time as the Board receives the written proof of completion.

d. Certificate Number 201120992 shall be subject to the following conditions for a period of three (3) years:

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

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

If Cutler fails to satisfy this condition, Certificate Number 201120992 shall be administratively suspended pending Board review and disposition.

e. Cutler 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* (Ms. Weedman recused)

2355293 Courtney Donner

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201115815 is suspended from June 15th, 2024 to June 25th, 2024. Donner shall not be actively employed in certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Donner acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- b. Donner is hereby reprimanded for using unprofessional communication when dealing with students. The Board reminds Donner that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. By engaging in a speculative discussion about a student's sexuality in front of his peers, Donner unnecessarily subjected that student to public embarrassment. The Board warns Donner to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Donner.
- c. On or before June 30th, 2024, Donner shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:
 - 1) Any training under the heading of "Educator Ethics" on the attached pre-approved Board training list (Attachment A).

- 2) Any training under the heading of “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).
- 3) Any two (2) trainings 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 Donner. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201115815 being administratively suspended until such time as the Board receives the written proof of completion.

d. Certificate Number 201115815 shall be subject to the following conditions for a period of two (2) years:

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

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

If Donner fails to satisfy this condition, Certificate Number 201115815 shall be administratively suspended pending Board review and disposition.

e. Donner 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*

2254335 Ernest Smith Jr.

Accept Agreed Order suspending certificate number 6841 beginning for a period of thirty (30) days from May 1, 2023 to June 1, 2023. Smith shall not be actively employed in a

certified position during the suspension period. KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Cutler acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Certificate number 6841 is hereby expired. Prior to reissuance, Smith shall provide written proof to the Board that he has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Any expense incurred for said training shall be paid for by Smith. If Smith fails to comply Certificate Number 6841 shall not be reissued.

Upon reissuance, Certificate Number 6841, shall be subject to the following conditions for a period of five (5) years:

1. Smith shall notify the Board in writing within ten (10) days of accepting a certified position, failure to do so shall result in a five (5) day suspension.
2. Smith shall not receive any disciplinary action related to physical contact from any school district in which he is employed. If Smith fails to satisfy this condition, Certificate Number 6841 shall be automatically suspended pending Board review and disposition.

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

or public reprimand shall be considered a violation of this condition.

Smith is aware that should he violate KRS 161.120, either during or following this probationary period, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

2355166 Natalie Dispenza

Accept Agreed Order reprimanding Dispenza for failing to adequately supervise supporting staff in her classroom. As a professional educator, Dispenza has a duty to protect the health, safety, and welfare of her students. She must continually strive to always maintain a safe learning environment to protect students from potential harm.

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

1. Three (3) hours of courses under the “Classroom Management” heading; and
2. Three (3) hours of courses under the “Educator Ethics” heading;

Any cost for said trainings shall be paid for by Dispenza. Failure to submit written proof of completion prior to August 1, 2024 will result in Certificate Number 201285421 being administratively suspended until such time as Dispenza provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201285421, 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, Dispenza 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 201285421 being administratively suspended pending further Board review and disposition.

Dispenza 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*

2355544 Lawanda Hazard

Accept Agreed Order retroactively suspending Certificate Number 70064 for five (5) days from June 7, 2023 through June 13, 2023. Hazard shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Hazard acknowledges it is her responsibility to consult with her employer to determine any consequences to salary or employment benefits as a result of this agreement.

Hazard provided proof of completion of Active Shooter Training and proof of Youth Suicide, Awareness, Prevention, and Postvention Training. Prior to October 1, 2024, Hazard 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. “Professional Code of Ethics for Kentucky School Certified Personnel”;
2. “Part 2: Understanding Educator Ethics”; and
3. “Part 3: Holistic View on Ethics and the Law.”

Any cost for said trainings shall be paid for by Hazard. Failure to submit written proof of completion prior to October 1, 2024 will result in Certificate Number 70064 being administratively suspended until such time as Hazard provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 70064, 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, Hazard 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 70064 being administratively suspended pending further Board review and disposition.

Hazard 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*

2355591 Clay Hollister

Accept Agreed Order revoking Certificate Number 200700838 for three (3) years beginning on July 17, 2023 and ending on July 17, 2026.

In addition to any educational and assessment requirements necessary for certification at the time, Hollister shall comply with the following conditions prior to reissuance of Certificate Number 200700838:

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

1. "Educator Ethics & the Law";
2. "Professional Code of Ethics for Kentucky School Certified Personnel";
3. "Time Management";
4. "Honesty at Work";
5. "Receptive Communication Part I"; and
6. "Receptive Communication Part II."

Any cost for said trainings shall be paid for by Hollister. If Hollister fails to satisfy any portion of this condition, Certificate Number 200700838 shall not be reissued until such condition is satisfied.

Upon reissuance, Certificate Number 200700838, including 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, Hollister shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, resignation in lieu of 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 200700838 being administratively suspended pending further Board review and disposition.

Hollister 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*

2355029 Ronald Olson

Accept Agreed Order suspending certificate number 201223223 for sixty (60) days beginning June 1, 2024 through July 30, 2024. Olson shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the

position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Olson acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this agreement.

Prior to reinstatement, Olson 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. "Addressing Challenging Behaviors";
2. "Roadblock to Effective Communication"; and
3. "Professional Code of Ethics for Kentucky School Certified Personnel."

Any cost for said trainings shall be paid for by Olson. If Olson fails to satisfy any portion of this condition, Certificate Number 201223223 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201223223, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. During the probationary period, Olson 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 201223223 being administratively suspended pending further Board review and disposition.

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

Vote: *Unanimous* (Ms. Weedman recused)

2355562 Michael Quist Jr.

Accept Agreed Order suspending Certificate Number 201204853 for thirty (30) days from July 1, 2024 through July 30, 2024. Quist shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Quist acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this agreement.

Quist provided written proof that he is following all treatment recommendations of a licensed clinical social worker.

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

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

1. A course under the “Educator Ethics” heading;

2. "Trauma-Informed Classroom Management"; and
3. "Recognizing Early-onset Mental Health Disorders."

Any cost for said trainings shall be paid for by Quist. Failure to submit written proof of completion prior to November 1, 2024 will result in Certificate Number 201204853 being administratively suspended until such time as Quist provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201204853, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. During the probationary period, Quist 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 201204853 being administratively suspended pending further Board review and disposition.
2. Quist shall submit written progress reports from a consistent licensed counselor or licensed clinical social worker on July 1st of each year of his probation, certifying that he is compliant with all treatment recommendations until such time as the counselor releases him from treatment. Failure to do so shall result in an administrative suspension until such condition is satisfied.

Quist 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*

2355411 Roger Strunk

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

an Emergency Substitute 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. Strunk shall submit written proof to the Board from a licensed/certified physician, as approved by the Board, that he has complied with a comprehensive health evaluation and is physically and mentally fit to teach in a classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. The assessment shall occur within thirty (30) days prior to Respondent's submission of the assessment to the Board. Strunk shall pay any expense incurred.
2. Strunk shall submit written proof to the Board from a licensed/certified psychologist or psychiatrist, as approved by the Board, that he has complied with a comprehensive mental health evaluation and is mentally fit to teach in a classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. The assessment shall occur within thirty (30) days prior to Respondent's submission of the assessment to the Board. Strunk shall pay any expense incurred.
3. Strunk shall submit written proof to the Board that he has completed two (2) courses under the heading of "Educator Ethics" on the attached pre-approved Board training list (Attachment A). Strunk shall pay any expense incurred.

Any and all certificates issued to Strunk shall be subject to a permanent probationary period with the following conditions:

1. Strunk shall have no disciplinary action involving use of alcohol or any illegal substance by any school district in which he is employed. "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 the tribunal amends the

disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, resignation in lieu of termination, suspension, or public reprimand shall be considered a violation of this condition. If Strunk fails to satisfy any portion of this condition, any and all certificates issued to him shall be automatically permanently revoked.

2. Strunk shall submit to random drug and/or alcohol testing to be administered by a provider approved by the Board and shall receive no drug test that is positive for any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Strunk shall pay any expense incurred. If Strunk fails to satisfy any portion of this condition, any and all certificates issued to him shall be automatically permanently revoked.
3. Strunk shall provide updates in writing to the Board on July 1st each year of his probation showing sobriety and compliance with treatment recommendations from a Kentucky licensed or certified chemical dependency counselor until he completes all recommendations. Any expense required to satisfy this condition shall be paid by Strunk. Failure to comply with this condition will result in Strunk's certificate being automatically suspended pending Board review and disposition.
4. Strunk shall have no disciplinary action by any school district in which he is employed. "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 Strunk's certificate being automatically suspended pending Board review and disposition.

Strunk 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*

2355523 Kevin Smith

Accept Agreed Order stating upon acceptance of this agreement by the Board, Smith is reprimanded for his lack of professional judgment in regard to the use of his cell phone during the school day. Smith is reminded that as a certified educator he is required to meet high ethical standards as defined by the Professional Code of Ethics for Certified Educators.

By October 1, 2024, Smith 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). Smith shall pay any expense incurred. If Smith fails to satisfy this condition, Certificate Number 199900569 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 199900569 shall be subject to the following probationary condition for a period of two (2) years:

1. Smith shall not receive any disciplinary action from any school district he is employed. If Smith fails to satisfy this condition, Certificate Number 199900569 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.

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*

2355085 David Steineker

Accept Agreed Order stating:

- a. Steineker is hereby reprimanded for Neglect of Duty. Steineker should have adhered to materials addressing the subject of Chemistry and not shown videos not previously approved by his district or administration. The Board warns Steineker to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Steineker.
- b. On or before June 30th, 2024, Steineker shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) The specific training “Confidentiality Training for Kentucky School Certified Personnel” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Steineker. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 199701582 being administratively suspended until such time as the Board receives the written proof of completion.

- c. Certificate Number 199701582 shall be subject to the following conditions for a period of two (2) years:
 - 1) Steineker shall have no further disciplinary action from any school district in the Commonwealth of Kentucky.

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

If Steineker fails to satisfy this condition, Certificate Number 199701582 shall be administratively suspended pending Board review and disposition.

- d. Steineker 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*

2355168 Jamison Walter

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201231883 is suspended from June 1st, 2024 to July 30th, 2024. Walter shall not be actively employed in certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Walter acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- b. Walter is reprimanded for his lack of professional judgment in interactions with students. As an education professional, it is Walter'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. The Board will tolerate no further misconduct by Walter.
- c. On or before July 30th, 2024, Walter shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:

- 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
- 2) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).
- 3) Any training under the heading of “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).
- 4) The specific NEA Micro-Credential “Classroom Expectations and Routines” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Walter. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201231883 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 201231883 shall be subject to the following conditions for a period of three (3) years:
 - 1) Walter shall have no further disciplinary action from any school district in the Commonwealth of Kentucky.

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

If Walter fails to satisfy this condition, Certificate Number 201231883 shall be administratively suspended pending Board review and disposition.

- e. Walter 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*

- a. Upon acceptance of this agreement by the Board, Certificate Number 200203254 is suspended from June 15th, 2024 to July 30th, 2024. Cambron shall not be actively employed in a certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Cambron acknowledges it is her/his responsibility to consult with her/his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.
- b. Cambron is hereby reprimanded for using unprofessional and disrespectful communication when dealing with students. The Board warns Cambron to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Cambron.
- c. On or before June 30th, 2024, Cambron shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Cambron. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200203254 being administratively suspended until such time as the Board receives the written proof of completion.

d. Certificate Number 200203254 shall be subject to the following conditions for a period of two (2) years:

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

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

If Cambron fails to satisfy this condition, Certificate Number 200203254 shall be administratively suspended pending Board review and disposition.

- e. Cambron 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*

2355552 Carolyn McKinney

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, McKinney shall be issued a Kentucky teaching certificate upon providing written proof to the Board that s/he has completed the following conditions:
 1. Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 2. The specific training “Honesty at Work” on the attached pre-approved Board training list (Attachment A).

McKinney shall pay any expense incurred. McKinney shall not be issued a certificate until such conditions are satisfied.

- b. Any and all certificates issued to McKinney shall be subject to the following conditions for ten (10) years:
 1. McKinney 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 an offense for which jail time may be imposed. If McKinney is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, s/he shall submit this information to the Board, in writing, within thirty (30) days. If McKinney fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.
 2. McKinney shall submit an official 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). McKinney shall pay any expense incurred. If McKinney fails to satisfy this condition, any application submitted on her behalf for certification renewal and/or an additional certificate shall be denied.
 3. McKinney shall not be permitted to assume any fiscal or financial management responsibilities as part of her employment, regardless of permission by any employing authority. McKinney shall submit written proof from her direct supervisor attesting that McKinney has not assumed any fiscal or financial management responsibilities during the last calendar year on May 1st of each year of her probation. If McKinney fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until the Board receives the written proof.

Vote: *Unanimous*

2355530 Matthew Constant

Accept Agreed Order stating Constant voluntarily, knowingly, and intelligently surrenders Certificate Number 199601664, and agrees to not apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Constant shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous* (Mr. Mitchell recused)

2355592 Jonathan Crowder

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 199903742 is retroactively suspended from August 19, 2023 through October 17, 2023, a period of sixty (60) days. Crowder shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Crowder acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Crowder is currently retired. Prior to returning to certified employment, Crowder shall notify the Board in writing of his intent to return to certified employment, at least ten (10) days prior to returning to a certified position. If Crowder fails to satisfy this condition, Certificate Number 199903742 shall be administratively suspended for ten (10) days.

Prior to returning to certified employment, Crowder shall provide written proof to the Board that he has complied with a comprehensive alcohol/substance abuse assessment by a

Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. Crowder shall pay any expense incurred. If Crowder fails to satisfy this condition, Certificate Number 199903742 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 199903742 shall be subject to the following conditions for a period of two (2) years:

1. If the substance abuse assessment results in recommendations, Crowder 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 Crowder fails to satisfy any of these conditions, Certificate Number 199903742 shall be administratively suspended until such conditions are satisfied.
2. Crowder shall not receive any disciplinary action from any school district in which he is employed. If Crowder fails to satisfy this condition, Certificate Number 199903742 shall be administratively suspended pending Board review and disposition.

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

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

Vote: *Unanimous*

2355572 Derrick Switzer

Accept Agreed Order stating Switzer voluntarily, knowingly, and intelligently surrenders Certificate Number 201211024, and agrees to not apply for, nor be issued, a

teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Switzer shall immediately surrender the original and all copies of his certificate, by personal delivery or first-class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

2354919 Shannon Walker

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200216880 is suspended beginning July 1, 2023 to July 10, 2023, a period of ten (10) days. Walker shall not be actively employed in a certified employment during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Walker acknowledges it is her responsibility to consult with her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Prior to October 1, 2024, Walker 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). Walker shall pay any expense incurred. If Walker fails to satisfy this condition, Certificate Number 200216880 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200216880 shall be subject to the following probationary condition for a period of two (2) years:

1. Walker shall not receive any disciplinary action involving inappropriate conduct with students from any school district she is employed. If Walker fails to satisfy this condition, Certificate Number 200216880 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.

Walker 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*

2355204 Codey Baskett

Accept Agreed Order suspending Certificate Number 200703610 for forty-five (45) days from June 13, 2024 to July 28, 2024. Baskett shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.020(1)(a): No person shall be eligible to hold the position of superintendent, principal, teacher, supervisor, director of pupil personnel, or other public-school position for which certificates may be issued, or receive salary for services rendered in the position, unless he or she holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Baskett acknowledges it is his responsibility to consult with his employer to determine any consequences to salary or employment benefits as a result of this agreement.

Prior to reinstatement, Baskett 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. “Technology, Social Media, and its Impact on Public Educators”;
2. “Professional Code of Ethics for Kentucky School Certified Personnel”; and
3. “Part 2: Understanding Educator Ethics.”

Any cost for said trainings shall be paid for by Baskett. If Baskett fails to satisfy any portion of this condition, Certificate Number 200703610 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200703610, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. During the probationary period, Baskett 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 200703610 being administratively suspended pending further Board review and disposition.
2. Baskett shall not be permitted to supervise any students in any restroom and shall only use staff restrooms, regardless of permission by any employing authority. Baskett shall submit written proof from his supervisor that he has not assumed any supervising responsibilities, and to the supervisor's knowledge, Baskett has not used student restrooms during the last calendar year on June 1 each year of his probation. If Baskett fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended until such condition is met.

Baskett 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*

Recommended Order

Case Name

2204349 Trey Maddox

Decision

Accept the hearing officer's Findings of Fact, Conclusions of Law and Recommended Order that:

- a. Certificate Number 201219838 shall be suspended for a period of one hundred eighty (180) days from the date of the Final Order. During the suspension period, Maddox shall not be employed in a certified position in the Commonwealth of Kentucky.
- b. Maddox is reprimanded for his lack of professional judgment in interactions with students. As an education professional, it is Maddox'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. Furthermore, as a teacher, it is Maddox's responsibility to maintain a safe and positive learning environment at all times. He must make every effort to protect the health, welfare, and safety of those in his care.
- c. Maddox is not currently employed in a certified position, but holds a certificate currently set to expire on June 30, 2026. Maddox shall notify the Board in writing of his intent to return to certified employment, at least ten (10) days prior to returning to a certified position. If Respondent fails to satisfy this condition, Certificate Number 201219838 shall be administratively suspended, pending further Board review and disposition.
- d. Prior to the date one hundred eighty (180) days from the date of the Final Order, Maddox shall submit written proof to the Board that he has completed the following trainings:
 - 1) At least two (2) hours on Cultural Competency and Responsive Teaching.
 - 2) At least three (3) hours on Appropriate Student-Teacher Boundaries.
 - 3) At least three (3) hours on Preventing Sexual Harassment and Abuse of Students by education personnel, as approved by the Board.

In order for the trainings to fulfill this requirement, Maddox shall petition the Board for pre-approval of the training by following the process outlined on the Board's website. Any cost for said training shall be paid for by Maddox. Failure to submit written proof of completion on or before the deadline

will result in Certificate Number 201219838 being administratively suspended until such time as the Board receives the written proof of completion.

e. Upon reinstatement, Certificate Number 201219838 shall be subject to the following conditions for a period of two (2) years:

2) Maddox shall not receive any disciplinary action related to inappropriate interactions with students from any school district in the Commonwealth of Kentucky.

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

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

f. Maddox is warned that should he violate KRS 161.120, either during or following this probationary period, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

Motion to Reconsider

Case Number

20101431 Sanford Holbrook

Decision

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

Vote: *Unanimous*

Motion made by Ms. Amber Snell seconded by Dr. Amy Lingo, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 1:20 p.m.