

The actions delineated below were taken in open session of the EPSB at the February 12, 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 February 12, 2024, EPSB meeting: Diane Berry, Elijah Edwards, C.J. Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Jacqueline Mayfield, Corinne Murphy, Merideth Pittman, Lisa Rudzinski, Amber Snell, and Chair Justin Mitchell.

CPE: Amanda Ellis

Cabinet: Absent

Election of Board Chair

Justin Mitchell was nominated to serve as Chair of the EPSB for an additional one-year term.

2024-228

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

Vote: Unanimous

Election of Board Vice-Chair

Sarah Weedman was nominated to serve as Vice-Chair of the EPSB for an additional one-year term.

2024-229

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

Vote: Unanimous

Consent Items

Approval of December 11, 2023, EPSB Meeting Minutes
Option 9 Application, Bath County Schools and University of the Cumberlands
Option 9 Application, Spencer County Schools and Midway University
Kentucky State University: Approval of Proficiency Plan
Northern Kentucky University: Approval of Proficiency Plan
Western Kentucky University: Approval of Proficiency Plan
Graves County Schools: Continuing Education Option Plan II Proposal
Paducah Independent Schools: Continuing Education Option Plan II Proposal

2023-2024 Emergency Non-Certified School Personnel Program for Clark County

2024-230

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

Vote: Unanimous

Report from the Commissioner

Interim Commissioner Robin Kinney gave an update from KDE and KBE.

Report from the Council on Postsecondary Education

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

Legislative Update

Brian Perry gave an update on the Legislative session.

Report from the Associate Commissioner

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

Report from the Chair

Chair Mitchell thanked everyone for joining the meeting and gave a brief update.

Information/Discussion Items

Ms. Cassie Trueblood gave an update on 16 KAR 5:040, Admission, Placement and Supervision in Student Teaching, Amendment

Action Items

16 KAR 2:120, Emergency Certification and Out-of-Field Teaching, Amendment

2024-231

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

Vote: Unanimous

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

2024-232

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

Vote: Unanimous

16 KAR 4:030, Out-Of-State-Educator Preparation, Amendment

2024-233

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

Vote: Unanimous

Thomas More University: Approval of Initial Programs

2024-234

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

Vote: Unanimous

University of Kentucky: Approval of Programs

2024-235

Motion made by Ms. Amber Snell, seconded by Mr. Elijah Edwards, to approve.

Vote: *Unanimous*

Option 7 Institute Proposal, iteach

2024-236

Motion made by Dr. Amy Lingo, seconded by Dr. Corinne Murphy, to deny.

Vote: *Motion Failed (Dr. Ellis, Ms. Berry, Mr. Edwards, Dr. Lingo, Ms. Mayfield, Dr. Murphy voted in favor)*

Motion made by Capt. Lisa Rudzinski, seconded by Ms. Diane Berry to approve the Option 7 proposal for an initial two years.

Motion made by Dr. Corinne Murphy and seconded by Ms. Jacqueline Mayfield to amend the motion to include the expectation of demonstrable, substantive partnerships that address context within the pedagogical space so that students are assessed on their incorporation of district need, classroom need and school context within their program.

Vote on Amendment: *Unanimous*

Vote: *Unanimous (Mr. Edwards and Dr. Murphy abstained, Dr. Lingo dissented)*

Waivers

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

2024-237

Motion made by Mr. Elijah Edwards, seconded by Ms. Amber Snell, to approve.

Vote: *Unanimous*

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

2024-238

Motion made by Ms. Amber Snell, seconded by Mr. Elijah Edwards, to approve.

Vote: *Unanimous*

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

2024-239

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

Vote: *Unanimous*

16 KAR 6:010. Request to Waive Ten Year Recency Requirement for Praxis for Tasha Crane

2023-240

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

Vote: *Unanimous*

16 KAR 5:040. Alternative Student Teaching Placement Request for Lynnzey Blevins

2023-241

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

Vote: *Unanimous*

16 KAR 5:040. Alternative Student Teaching Placement Request for Grace Douglas
2023-242

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

Vote: *Unanimous*

16 KAR 5:040. Alternative Student Teaching Placement Request for Korryn Ewen
2023-243

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

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Cooperating Teacher Eligibility Requirements for Kayla Prater
2023-244

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

Vote: *Unanimous*

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

Vote: *Unanimous*

Motion made by Ms. Jacqueline Mayfield seconded by Ms. Amber Snell, to return to open session.

Vote: *Unanimous*

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

Diane Berry, Amanda Ellis, Christopher J. Fryer, Cathy Gunn, Priscilla Keller, Amy Lingo, Jacqueline Mayfield, Justin Mitchell, Merideth Pittman, Lisa Rudzinski, and Amber Snell.

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

Initial Case Review

Case Number

Decision

2355573	Attorney Review
2355518	Defer for Training
2355519	Defer for Training
2355542	Defer for Training
2355539	Attorney Review
2355522	Defer for Training
2355528	Defer for Training
2355526	Defer for Training

2355530	Attorney Review	(Mr. Mitchell recused)
2355534	Attorney Review	
2355578	DWOP	
2355575	Attorney Review	
2355565	Attorney Review	
2355509	Attorney Review	
2355568	Attorney Review	
2355572	Attorney Review	
2355449	Attorney Review	
2355589	Admonish	
2355588	Dismiss w/Prejudice	
2355584	Defer for Training	
2355583	Attorney Review	
2355582	Dismiss w/Prejudice	
2355576	Attorney Review	
2355574	Attorney Review	
2355571	Attorney Review	
2355567	Defer for Training	
2355562	Attorney Review	
2355547	Attorney Review	
2355546	Attorney Review	
2355533	Attorney Review	
2355525	Attorney Review	
2355524	Admonish	
2355521	Admonish	
2355520	Admonish	
2355511	Attorney Review	
2355581	Dismiss w/Prejudice	
2355563	Admonish	
2355601	Admonish	
2355593	Attorney Review	
2355592	Attorney Review	
2355594	Admonish	
2355591	Attorney Review	
2355585	Defer for Training	
2355570	Attorney Review	
2355569	Attorney Review	
2355544	Attorney Review	
2355543	Attorney Review	
2355541	Dismiss w/Prejudice	
2355540	Dismiss w/Prejudice	
2355537	Dismiss w/Prejudice	
2355545	Defer for Training	
2355548	Admonish	
2355626	Dismiss w/Prejudice	
2355673	Dismiss w/Prejudice	

2355215	Refer to Hearing
2354977	Refer to Hearing
2355227	Refer to Hearing
2355230	Refer to Hearing
2355289	Refer to Hearing
2354971	Refer to Hearing
2204365	Refer to Hearing
2354975	Refer to Hearing
2355069	Dismiss w/Prejudice
2355066	Dismiss w/Prejudice
2355535	Dismiss w/Prejudice
1405341	No Further Action
2354930	Dismiss w/Prejudice

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
2355622	Approve
2355662	Approve
2355664	Approve
2355665	Approve
2355686	Approve
2355555	Approve
2455693	Deny
2455695	Approve
2355663	Approve
2455730	Approve
2455705	Deny
2455735	Approve
2455738	Approve
2455737	Approve
2455740	Approve
2455742	Approve
2455744	Approve
2455745	Approve
2455752	Approve
2455754	Approve
2455750	Approve
2455736	Approve (w/conditions)
2455758	Approve
2355500	Approve
2355615	Approve
2355656	Deny
2355667	Approve
2355690	Deny
2355692	Approve
2455729	Approve

2455734	Approve
2355661	Approve
2455739	Approve
2455741	Approve
2455748	Approve
2455749	Approve
2455753	Approve
2455755	Approve
2455756	Approve
2455733	Approve
2355413	Approve

Agreed Orders

Case Number

220297 Ethan Atchley

Decision

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201137007 is suspended from July 1st, 2023 to December 31st, 2023. Atchley 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. Atchley 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. The Board reprimands Atchley for making comments that could cause disparagement or trauma to students. The school environment must be welcoming to all who come to learn. Making statements that potentially denigrate students or their communities based on demographic characteristics like race, national origin, religion, sexual orientation, or gender identity harms that atmosphere, and interferes with students' ability to learn in a safe, welcome environment. In addition, Atchley is hereby reprimanded for neglect of duty. An educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When an educator fails to teach the curriculum in his classroom,

students are at risk of falling behind on the content they need to be successful in subsequent courses and their life beyond school. Each educator has the responsibility to seek professional development in classroom management and to stay current on proper discipline and pedagogy methods. Students cannot learn in a disorderly environment and will not respect an educator who fails to appropriately manage the classroom. The Board warns Atchley to exercise better discretion in the future and will tolerate no further misconduct by Atchley.

- c. On or before December 31st, 2024, Atchley 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) The specific training by the Kentucky Professional Learning Board entitled “Classroom Management for Positive Behaviors” on the attached pre-approved Board training list (Attachment A).
 - 4) Any one (1) other training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).
 - 5) The specific Micro-Credential "Cooperating Teachers: Listening and Nonverbal Communication" on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Atchley. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201137007 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Beginning on December 31st, 2023, Certificate Number 201137007 or any new certificate issued to Atchley shall be subject to the following conditions for a period of two (2) years:

- 1) Atchley shall have no further disciplinary action from any school district in the Commonwealth of Kentucky. If Atchley fails to satisfy this condition, Certificate Number 201137007 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.

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

Vote: *Unanimous*

2354966 Eric Smart

Accept Agreed Order stating from the date of this Order, Certificate Number 201132866 is revoked until the date of June 30th, 2026. After the date of June 30th, 2026, Smart shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Smart 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., Fifth Floor, Frankfort, KY 40601.

Vote: *Unanimous*

2354982 Debra Hawkins

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201104088 is retroactively suspended from June 1, 2022 to June 5, 2022, a period of five (5) days. Hawkins 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. Hawkins 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.

Hawkins is currently retired. Prior to renewal of Certificate Number 201104088 or issuance of any new endorsement, Hawkins shall comply with the following:

1. Hawkins 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). Hawkins shall pay any expense incurred. Certificate Number 201104088 shall not be renewed, and no new endorsements issued until such condition is satisfied.
2. Hawkins shall provide written proof to the Board that she has completed a training under the heading of “Diversity/Cultural Sensitivity” on the attached pre-approved Board training list (Attachment A). Hawkins shall pay any expense incurred. Certificate Number 201104088 shall not be renewed, and no new endorsements issued until such condition is satisfied.

Further, upon renewal, Certificate Number 201104088 shall be subject to the following probationary condition for a period of two (2) years:

1. Hawkins shall not receive any disciplinary action from any school district she is employed. If Hawkins fails to satisfy this condition, Certificate Number 201104088 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.

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

Vote: *Unanimous*

2355199 Rebecca Fortner

Accept Agreed Order stating Fortner's Professional Certificate for Teaching Exceptional Children – Moderate and Severe Disabilities, Grades Primary Through 12 has expired. Fortner shall neither apply for nor be issued any certificate required for teaching children with moderate to severe disabilities in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Fortner, or on her behalf, shall be denied. Fortner shall be permitted to retain her other certifications designated under Certificate Number 200138379.

Prior to renewing or applying for any certifications under Certificate Number 200138379, Fortner shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. A course under the "Educator Ethics" heading;
2. "Roadblocks to Effective Communication"; and
3. "Functional Behavior Assessment and Intervention Plans."

Any cost for said trainings shall be paid for by Fortner. If Fortner fails to satisfy any portion of this condition, then all applications for renewal or new designations under Certificate Number 200138379 shall be denied until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 200138379, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for five (5) years:

1. During the probationary period, Fortner 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 200138379 being administratively suspended pending further Board review and disposition.

Fortner 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*

2355216 Matthew Taylor

Accept Agreed Order stating:

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

Any cost for said trainings shall be paid for by Taylor. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201194452 being administratively suspended until such time as the Board receives the written proof of completion.

- c. Certificate Number 201194452 shall be subject to the following conditions for a period of two (2) years:
 - 1) Taylor 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 Taylor fails to satisfy this condition, Certificate Number 201194452 shall be administratively suspended pending Board review and disposition.

- d. Taylor 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*

2355231 Ellen Hoffman

Accept Agreed Order suspending certificate number 200008270 from July 1, 2023 to July 1, 2025. Hoffman 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. Hoffman 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.

Prior to reinstatement, Hoffman 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. "Educator Ethics & the Law";
2. "Understanding Educator Ethics";
3. "Exploring and Unpacking Bias";
4. "Awareness of Current Institutional Inequities"; and
5. "Interpersonal Effectiveness."

Any cost for said trainings shall be paid for by Hoffman. If Hoffman fails to satisfy any portion of this condition, Certificate Number 200008270 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 200008270, and any future endorsements or new areas of certification, shall be subject to the following probationary condition for five (5) years:

1. During the probationary period, Hoffman 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 200008270 being administratively suspended pending further Board review and disposition.

Hoffman 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*

2355233 Brandon Gearheart

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 78277 is suspended from May 27th, 2024 to July 26th, 2024. Gearheart 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. Gearheart 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.
- b. Gearheart is reprimanded for engaging in Conduct Unbecoming the Profession. The Board reminds Gearheart that a certified educator is a pillar of the community to which others look as an example of how to live their lives. The Board will not tolerate any further incidents of misconduct by Gearheart.
- c. On or before July 26th, 2024, Gearheart shall submit written proof to the Board that s/he has completed the following Board-approved professional development trainings or courses:

- 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).

Any cost for said training shall be paid for by Gearheart. If Gearheart fails to submit written proof on or before the deadline, Certificate Number 78277 shall not be reinstated until proof of completion has been received.

- d. On or before July 26th, 2024, Gearheart shall provide written proof to the Board that he has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and is compliant with any treatment recommendations. The assessment shall occur within the thirty (30) days prior to Gearheart’s submission of the assessment to the Board. Gearheart shall pay any expense incurred. If Gearheart fails to satisfy any portion of this condition, Certificate Number 78277 shall not be reinstated until proof of completion has been received.
- e. On or before July 26th, 2024, Gearheart shall provide written proof to the Board, from a licensed/certified physician, as approved by the Board, that he has complied with a comprehensive health evaluation and is physically and mentally fit to return to the classroom, presents as capable of performing his duties as an educator, and is not a danger to himself or others. The assessment shall occur within thirty (30) days prior to Gearheart’s submission of the assessment to the Board. Any expense required for this condition shall be paid for by Gearheart. At the Board’s request, Gearheart shall sign a release of information with the evaluating physician(s) referred to herein, allowing the Board to review his evaluation and treatment records. If Gearheart fails to satisfy this condition, Certificate Number 78277 shall not be reinstated until proof of completion has been received.
- f. Certificate Number 78277 shall be subject to the following conditions for a period of three (3) years:
 - 1) Gearheart 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.

- 2) Gearheart shall submit to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any controlled substance or that is in excess of therapeutic levels generally accepted in the medical community. Gearheart shall pay any expense incurred.
- 3) On or before January 1st and July 1st of each year of the probationary period, Gearheart shall provide written proof to the Board that he is currently in compliance with any substance abuse assessment recommendations from his evaluating substance abuse counselor until such time that Gearheart provides proof of completion and full release from his health provider. Gearheart shall pay any expense incurred.

If Gearheart fails to satisfy these conditions, Certificate Number 78277 shall be administratively suspended pending Board review and disposition.

- g. Gearheart 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*

2355291 Jenny Clarke

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201193916 is retroactively suspended from November 1, 2021 through November 15, 2021, a period of fifteen (15) days. Clarke 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. Clarke 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 July 1, 2024, Clarke shall provide written proof to the Board that she has completed a training under the heading of “Diversity/Cultural Sensitivity” on the attached pre-approved Board training list (Attachment A). Clarke shall pay any expense incurred. If Clarke fails to satisfy this condition, Certificate Number 201193916 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 201193916 shall be subject to the following probationary condition for a period of two (2) years:

1. Clarke shall not receive any disciplinary action from any school district she is employed. If Clarke fails to satisfy this condition, Certificate Number 199801651 shall be administratively suspended pending Board review and disposition.

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

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

Vote: *Unanimous*

2355299 Duane Crowe

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 199702279 is suspended from March 1st, 2024 to June 1st, 2024. Crowe 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. Crowe 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. Crowe is hereby reprimanded for Conduct Unbecoming. The Board reminds Crowe that he has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board will not tolerate any further incidents of misconduct by Crowe.
- c. On or before June 1st, 2024, Crowe 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 Crowe. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 199702279 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 199702279 shall be subject to the following conditions for a period of two (2) years:
 - 1) Crowe 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 Crowe fails to satisfy this condition, Certificate Number 199702279 shall be administratively suspended pending Board review and disposition.

- e. Crowe 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*

2355300 Brenda Smith

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200216883 is retroactively suspended beginning July 1, 2023 through July 5, 2023. Smith 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. Smith 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 June 1, 2024, Smith shall provide written proof to the Board that she has completed a training under the heading of "Diversity/Cultural Sensitivity" on the attached pre-approved Board training list (Attachment A). Smith shall pay any expense incurred. If Smith fails to satisfy this condition, Certificate Number 200216883 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200216883 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 she is employed. If Smith fails to satisfy this condition, Certificate Number 200216883 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 she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

20101493 Joshua Poore

Accept Agreed Order stating certificate number 200400294 is hereby voluntarily surrendered. Poore agrees to not apply for, nor be issued, a teaching, emergency, or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Poore 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*

2254603 Whitney Hayden

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201203066 is retroactively suspended for six (6) months from August 22, 2022, to February 22, 2023. Newby shall not be employed in a certified position during the suspension period.

Prior to April 1, 2024, Newby shall submit written proof to the Board that she has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Newby shall pay any expense incurred. If Newby fails to satisfy this condition, Certificate Number 201203066 shall be administratively suspended until such condition is satisfied.

Prior to April 1, 2024, Newby shall provide written proof to the Board that she has completed two trainings under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A). Newby shall

pay any expense incurred. If Newby fails to satisfy this condition, Certificate Number 201203066 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201203066 shall be subject to the following probationary condition for a period of two (2) years:

1. Newby shall not receive any disciplinary action from any school district in which she is employed. If Newby fails to satisfy this condition, Certificate Number 201203066 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.

Newby 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*

2354910 Tiffany Bailey

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201163354 shall be suspended from June 10th, 2024 to July 10th, 2024. Bailey 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. Bailey acknowledges it is his/her responsibility

to consult with his/her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

- b. Bailey is reprimanded for her neglect of duty and failure to properly supervise her students. The Board reminds Bailey that as a professional certified educator, s/he has a duty to take reasonable measures to protect the health, safety, and emotional welfare of his/her students. Furthermore, Bailey must ensure that her students are never placed in potentially dangerous situations. The Board warns Bailey to exercise better discretion in the future and will tolerate no further misconduct by Bailey.
- c. On or before July 15th, 2024, Bailey shall submit written proof to the Board that s/he has completed the following trainings:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) Any two (2) trainings under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Bailey. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201163354 being administratively suspended until such time as the Board receives the written proof of completion.

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

Vote: *Unanimous*

2355140 Erin Franklin

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate number 201173733 is suspended for a period of thirty (30) days. Franklin 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. Franklin acknowledges it is her responsibility to consult with her employer to determine any consequences to salary or employment benefits as a result of this Agreed Order.

Prior to April 1, 2024, Franklin 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). Franklin shall pay any expense incurred. If Franklin fails to satisfy this condition, Certificate Number 201173733 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 201173733 shall be subject to the following probationary condition for a period of three (3) years:

1. Franklin shall not receive any disciplinary action from any school district she is employed. If Franklin fails to satisfy this condition, Certificate Number 201173733 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.

Franklin 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*

2355304 Zena Redha

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201235520 is suspended from June 1st, 2024 to July 30th, 2024. Redha 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. Redha 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. Redha is reprimanded for her neglect of duty and failure to properly supervise her students. The Board reminds Redha that a certified educator has a duty to take reasonable measures to protect the health, safety, and emotional welfare of her students. As a certified educator, Redha must ensure that her students are never placed in potentially dangerous situations. Failing to count young students when returning from recess is unacceptable. The Board will not tolerate any further incidents of misconduct by Redha.
- c. On or before July 30th, 2024, Redha 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 Redha. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201235520 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 201235520 shall be subject to the following conditions for a period of two (2) years:
 - 1) Redha 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 Redha fails to satisfy this condition, Certificate Number 201235520 shall be administratively suspended pending Board review and disposition.

- e. Redha 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*

2355223 Jillian Sanders

Accept Agreed Order reprimanding Sanders for violating the Administration Code for Kentucky's Educational Assessment Program. The Board reminds Sanders that she has a duty to follow all administrative procedures related to student testing for the well-being of the students and for the integrity of the testing process. The Board will not tolerate any further incidents of misconduct by Sanders.

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

- 1. Sanders 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 Sanders fails to satisfy this condition, Certificate number 201114069 shall be administratively suspended for ten (10) days.
- 2. Sanders 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). Sanders shall pay any expense incurred. If Sanders fails to satisfy this condition prior to returning to certified employment, Certificate Number 201114069 shall be administratively suspended until such condition is satisfied.

3. Sanders shall provide written proof to the Board that she has completed a training under the heading of “Administration Code” on the attached pre-approved Board training list (Attachment A). Sanders shall pay any expense incurred. If Sanders fails to satisfy this condition prior to returning to certified employment, Certificate Number 201114069 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 201114069 shall be subject to the following permanent conditions:

1. Sanders shall not be allowed to participate in any testing mandated either by Kentucky statute or by any regulation promulgated by the KDE. If Sanders fails to satisfy this condition, Certificate Number 201114069 shall be administratively suspended pending Board review and disposition.
2. By September 1st of each year of employment in any Kentucky school, Sanders shall provide written notification to her supervisor that she is unable to participate in state mandated testing and shall file a copy of the written notice with the Board. If Sanders fails to satisfy any part of this condition, Certificate Number 201114069 shall be administratively suspended pending Board review and disposition.
3. By May 31 of each year of her employment in a Kentucky public school, Sanders shall submit a letter from her supervisor to the Board confirming that she did not participate in any state mandated testing during the school year. If Sanders fails to satisfy any part of this condition, Certificate Number 201114069 shall be

administratively suspended pending Board review and disposition.

Sanders 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*

2204359 Rosalind Richards

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 45121 shall be retroactively suspended from January 2nd, 2022 to March 3rd, 2022. Hurley Richards shall not work in a certified capacity in the Commonwealth of Kentucky during the suspension period.
- b. Hurley Richards is hereby reprimanded for exercising poor professional judgement. The Board reminds Hurley Richards that she has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. The Board will not tolerate any further incidents of misconduct from Hurley Richards.
- c. Hurley Richards is not currently employed in a certified position, but holds a lifetime certificate. Hurley Richards 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 Respondent fails to satisfy this condition, Certificate Number 45121 shall be administratively suspended pending further Board review and disposition.
- d. Prior to accepting a certified position or working in a certified capacity, Hurley Richards shall submit written proof to the Board that s/he has completed the following trainings:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading of “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A).

- 3) Any training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Hurley Richards. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 45121 being administratively suspended until such time as Hurley Richards provides the written proof.

- e. Upon acceptance of this agreement by the Board, Certificate Number 45121 shall be subject to the following conditions for a period of three (3) years:

- 1) During the probationary period, Hurley Richards shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

Failure to uphold any of the above conditions will result in Certificate Number 45121 being administratively suspended pending further Board review and disposition.

- f. Hurley Richards 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*

2203275 Peter Miller

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201220896 is suspended from April 22nd, 2023 to July 21st, 2023. Miller 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. Miller 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. Miller is hereby reprimanded for using unprofessional classroom management techniques when dealing with students. Miller is also reprimanded for using excessive force in disciplining a student. As a professional educator, Miller must treat each and every student with dignity and respect no matter the circumstance. The Board warns Miller to exercise better discretion in the future and will tolerate no further misconduct by Miller.
- c. On or before March 29th, 2024, Miller 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) The specific training “Appropriate Student-Teacher Boundaries” on the attached preapproved Board training list (Attachment A).
 - 4) The specific training “Exploring and Unpacking Bias” on the attached preapproved Board training list (Attachment A).AND
 - 5) Any other training under the heading of “Diversity / Cultural Sensitivity” on the attached preapproved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Miller. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201220896 being administratively suspended until such

time as the Board receives the written proof of completion.

d. Certificate Number 201220896 shall be subject to the following conditions for a period of two (2) years:

1) Miller 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 Miller fails to satisfy this condition, Certificate Number 201220896 shall be administratively suspended pending Board review and disposition.

e. Miller 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*

2355506 Thomas Gifford

Accept Agreed Order stating upon acceptance of this agreement by the Board, Gifford shall be issued the emergency substitute certificate he applied for on October 18, 2023, subject to the following condition:

1. Within sixty (60) days of the issuance of the emergency substitute certificate, Gifford shall submit written proof to the Board that he has completed a training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Gifford shall pay any expense incurred. If Gifford fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended until such condition is satisfied.

Upon issuance, any certificate issued to Respondent shall be subject to the following conditions for a period of five (5) years:

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

Gifford 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*

2254497 Jacqueline Teehan

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

Vote: *Unanimous*

2355311 Emily Burris

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate number 201125069 is retroactively suspended beginning June 3, 2023 through August 1, 2023. Burris 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. Burris 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.

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

1. A course under the “Classroom Management” heading;
2. A course under the “Educator Ethics” heading; and
3. “Appropriate Student-Teacher Boundaries.”

Any cost for said trainings shall be paid for by Burris. Failure to submit written proof of completion prior to June 1, 2024 will result in Certificate Number 201125069 being administratively suspended until such time as Burris provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201125069, 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, Burris 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 201125069 being administratively suspended pending further Board review and disposition.

Burris 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*

2355287 Savannah Fallis

Accept Agreed Order suspending Certificate Number 201194956 for forty-five (45) days from June 15, 2024 through July 29, 2024. Fallis 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. Fallis 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.

Prior to reinstatement, Fallis 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 Fallis. If Fallis fails to satisfy any portion of this condition, Certificate Number 201194956 shall not be reinstated until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 201194956, 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, Fallis 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 201194956 being administratively suspended pending further Board review and disposition.

Fallis 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*

2355458 James Larson

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200102810 is permanently revoked. Larson 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*

2355363 James Miller

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200302529 is permanently revoked. Miller 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*

2355353 Demetrice Anderson

Accept Agreed Order retroactively suspending Certificate Number 201215227 from June 1, 2023, through July 31, 2023, a period of sixty (60) days.

Prior to June 1, 2024, Anderson 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). Anderson shall pay any expense incurred. If Anderson fails to satisfy this condition, Certificate Number 201215227 shall be administratively suspended until such condition is satisfied.

Prior to June 1, 2024, Anderson shall provide written proof to the Board that she has completed a training under the heading of “Classroom Management” on the attached pre-approved Board training list (Attachment A). Anderson shall pay any expense incurred. If Anderson fails to satisfy this condition, Certificate Number 201215227 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201215227 shall be subject to the following condition for a period of two (2) years:

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

Number 201215227 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.

Anderson 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*

2354978 Megan Stone

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201198786 is revoked for a period of six (6) years, beginning March 23, 2023 and ending March 22, 2029. Stone 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. Stone shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

In addition to any educational and assessment requirements necessary for certification at the time, Stone shall comply with the following conditions prior to reissuance of Certificate Number 201198786:

1. Stone shall submit written proof to the Board that she has complied with a comprehensive substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board, and has successfully completed all treatment recommendations proposed by the counselor. The assessment shall be completed within thirty (30) days of her application for reissuance. Stone shall pay any expense incurred. Certificate Number 201198786 shall not be reissued until such condition is satisfied.
2. Stone shall provide written proof to the Board that she has completed a training under the heading “Educator Ethics” on the attached pre-approved Board training list

(Attachment A). Stone shall pay any expense incurred. Certificate Number 201198786 shall not be reissued until such conditions are satisfied.

Upon reissuance, Certificate Number 201198786 and any new endorsements or new areas of certification shall be subject to the following permanent probationary conditions:

1. If the substance abuse assessment results in recommendations, Stone shall submit written progress reports from the licensed or certified counselor on January 1st and June 1st of each year of the probation indicating she is compliant with all treatment recommendations, until she is released from treatment. If Stone fails to satisfy any of these conditions, any and all certificates issued to her shall be administratively suspended until such conditions are satisfied.
2. Stone shall submit to random drug 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. Stone shall pay any expense incurred. If Stone fails to satisfy any portion of this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.
3. Stone shall not receive any disciplinary action from any school district in which she is employed. If Stone fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended pending Board review and disposition.

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

Stone 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*

2355158 Mechelle Wagley

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

By June 1, 2024, Wagley 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). Wagley shall pay any expense incurred. If Wagley fails to satisfy this condition, Certificate Number 200701792 shall be administratively suspended until such condition is satisfied.

Further, Certificate Number 200701792, shall be subject to the following conditions for a period of two (2) years:

1. Wagley shall not receive any disciplinary action from any school district in which she is employed. If Wagley fails to satisfy this condition, Certificate Number 200701792 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.

Wagley 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*

220147 Jonathan Stovall

Accept Agreed Order stating:

- a. From the date of this Order, the KP2: Professional Certificate For Instructional Leadership - Principal, All Grades attached to Certificate Number 200300593 is permanently revoked. Stovall shall not apply for nor be issued any administrative certificate for the remainder of his lifetime.

Certificate Number 200316719 is generally revoked for a period of five (5) years, beginning on the date of July 1st, 2022. During the period of revocation, Stovall shall not apply for nor be issued any teaching or emergency certificate. Stovall 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. Fifth Floor, Frankfort, Kentucky 40601.

- b. Before reissuance of any certificate, Stovall 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. Stovall shall pay any expense incurred. If Stovall fails to satisfy any portion of this condition, no certificate shall be issued to Stovall until such condition is satisfied.
- c. Before reissuance of any certificate, Stovall shall submit written proof to the Board that s/he has completed the following trainings:
 - 1) Any training under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A).
 - 2) Six (6) hours or more of training on the topic of communicating effectively, as approved by the Board. In order for the training to fulfill this requirement, Stovall shall petition the Board for pre-approval of the training by following the process outlined on the final page of the attached list under the heading “One Time Request for Training Approval” (Attachment A).
 - 3) The specific training “Sexual Harassment in the Workforce Training” on the attached pre-approved Board training list (Attachment A).
 - 4) The specific training “Anger Management: What it is and how to address it” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Stovall. If Stovall fails to satisfy any portion of this condition, no certificate shall be issued to Stovall until such condition is satisfied.

- d. Upon reissuance of any certificate to Stovall, any new endorsements or new areas of certification shall be subject to the following probationary conditions for a period of twenty (20) years:
- 1) If the comprehensive alcohol/substance abuse assessment recommends ongoing treatment, Stovall 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. Stovall shall pay any expense incurred. If Stovall fails to satisfy this condition, any certificate issued to Stovall shall be administratively suspended until such condition is satisfied.
 - 2) In accordance with KRS 161.175, Stovall shall submit to random drug testing to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any illegal substance, or that is in excess of therapeutic levels generally accepted in the medical community. Stovall shall pay any expense incurred. If Stovall fails to satisfy this condition, any certificate issued to Stovall shall be administratively suspended pending Board review and disposition.
 - 3) Stovall shall have no further criminal convictions involving the use and/or possession of alcohol or any controlled substance. If Stovall is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of alcohol or any controlled substance, she shall submit this information to the Board, in writing, within thirty (30) days. If Stovall fails to satisfy this condition, any certificate issued to Stovall shall be administratively suspended pending Board review and disposition.
 - 4) Stovall shall not receive any disciplinary action from any school district in which he is employed. If Stovall fails to satisfy this condition, any and all certificates issued to Stovall 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.

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

Vote: *Unanimous (Mr. Mitchell recused)*

2355071 Curtis White

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201154102 is suspended from June 18th, 2024 to July 17th, 2024. White 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. White 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. White is hereby reprimanded for neglect of duty. A certified educator has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. When an educator fails to provide timely counseling services, students are at risk for both emotional and physical harm. The Board will not tolerate any further incidents of misconduct by White.
- c. On or before June 30th, 2024, White 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 “Time Management” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by White. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201154102 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Certificate Number 201154102 shall be subject to the following conditions for a period of two (2) years:

- 1) White 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 White fails to satisfy this condition, Certificate Number 201154102 shall be administratively suspended pending Board review and disposition.

- e. White 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*

Recommended Order

Case Name

2354889 Ashley May

Decision

Accept the hearing officer’s Findings of Fact, Conclusions of Law and Recommended Order that certificate number 201166097 shall be permanently revoked. Respondent shall neither apply for nor be issued a teaching, administrative, or emergency substitute certificate in the Commonwealth of

Kentucky for the remainder of her lifetime.

Vote: *Unanimous*

20101433 Douglas Chaney

Modify the hearing officer's Findings of Fact to reflect the record. Modify the Conclusions of Law to find all counts in administrative charges and address the regulatory factors. Modify the Recommended Order that the Kentucky Teaching Certificates issued to the Respondent, DOUGLAS CHANEY, be PERMANENTLY REVOKED.

Vote: *Unanimous (Ms. Snell recused)*

Motion to Reconsider

Case Number

2254430 Derek Mills

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. Amy Lingo seconded by Ms. Diane Berry, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 3:15 p.m.