

The actions delineated below were taken in open session of the EPSB at the December 2nd, 2024, virtual meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 300 Sower Boulevard, 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 4:05 p.m. ET. Chair Mitchell read the EPSB Mission Statement.

Roll Call

The following Board members were present during the December 2, 2024, EPSB meeting: Diane Berry, Scottie Collier, Amanda Ellis, CJ Fryer, Priscilla Keller, Jacqueline Mayfield, Lori McKeehan, Corinne Murphy, Meridith Pittman, Susan Rieber, Lisa Rudzinski, Vice-Chair Amber Snell, and Chair Justin Mitchell.

Consent Item

**Approval of November 11, 2024, EPSB Meeting Minutes
2024-333**

Motion made by Captain Lisa Rudzinski seconded by Vice-Chair Snell to approve the November 11th meeting minutes.

Vote: Unanimous

Motion made by Ms. Diane Berry seconded by Ms. Susan Rieber, 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 Vice-Chair 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, Scottie Collier, Amanda Ellis, CJ Fryer, Priscilla Keller, Jacqueline Mayfield, Lori McKeehan, Corinne Murphy, Meridith Pittman, Susan Rieber, Lisa Rudzinski, Vice-Chair Amber Snell, and Chair Justin Mitchell.

Attorneys present were Cody Hollan, Norah Softic, Cassie Trueblood, Phillip West and Thomas Wall.

Initial Case Review

Case Number

1. 2456373 James Green
2. 2456371 Tonya Hughes
3. 2456380 Katelin Pence
4. 2456383 Angela Duvall
5. 2456372 James Strong
6. 2456376 Chad Carroll
7. 2456381 Michael Spohn
8. 2456350 Codey Baskett
9. 2456323 Christopher Engstrand
10. 2456379 Tamara Mouser
11. 2456348 Jamilyn Clemons
12. 2456351 Katie Burton
13. 2456369 Martha Brennan
14. 2456377 Michael Miller
15. 2456375 Rebecca Boyd
16. 2456378 Kevin Moore
17. 2456352 Vincent Castellano
18. 2456182
19. 2455841
20. 2455773
21. 2455999
22. 2456215
23. 2455960
24. 2455833

Decision

No Further Action
Defer for Training
No Further Action
Further Investigation
Further Investigation
Further Investigation
Further Investigation
No Further Action
Further Investigation
Further Investigation
Further Investigation
No Further Action
No Further Action
No Further Action
Further Investigation
Further Investigation
Dismiss w/Prejudice
Dismiss w/Prejudice
Dismiss w/Prejudice
Dismiss w/Prejudice
Dismiss w/Prejudice
Dismiss w/Prejudice
Initiate Hearing
Initiate Hearing

Character/Fitness Review

Case Number

1. 2456492
2. 2456486
3. 2456437
4. 2456497
5. 2456499
6. 2456503
1. 2456451
2. 2456472
3. 2456482
4. 2456489
5. 2456490
6. 2456483
7. 2456494
8. 2456495

Decision

Approve
Approve
Approve
Approve w/Conditions
Approve
Approve
Deny
Approve
Approve
Deny
Approve
Approve
Deny
Deny

9. 2456496	Approve
10. 2456471	Approve
11. 2456500	Approve
12. 2456520	Approve

Agreed Orders

Case Number

1. 2355288 Steven Zuege

Decision

Accept Agreed Order Stating:

a. Zuege is hereby reprimanded for using unprofessional and disrespectful communication when dealing with students. The Board warns Zuege to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Zuege.

b. On or before December 20th, 2024, Zuege shall submit written proof to the Board that he has completed the following Board-approved professional development trainings or courses:

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

Any cost for said trainings shall be paid for by Zuege. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200103614 being administratively suspended until such time as the Board receives the written proof of completion.

c. Zuege has already submitted proof of subsequent trainings on the topics of "Prevention of Child Abuse and Neglect," "Cybersecurity Overview Training," "Harassment and Discrimination Training," and "Youth Suicide Awareness, Prevention, and Postvention Training" that the Board has reviewed and accepted.

d. Certificate Number 200103614 shall be subject to the following conditions for a period of two (2) years:

- 1) Zuege 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 Zuege fails to satisfy this condition, Certificate Number 200103614 shall be administratively suspended pending Board review and disposition.

- e. Zuege 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*

2. 2455800 Michael Spears

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200401435 is permanently revoked. Spears 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*

3. 2456049 Jonathan Kessler

Accept Agreed Order stating certificate number 200704679 is hereby voluntarily surrendered. Kessler shall neither apply for, nor be issued, any teaching, emergency and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Vote: *Unanimous*

4. 2456289 Meagan Larson

Accept Agreed Order stating Larson voluntarily, knowingly, and intelligently surrenders Certificate Number 201286993, and agrees not to apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Larson shall immediately surrender the original and all copies of her certificate by personal delivery or by first-class

mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky, 40601.

Vote: *Unanimous*

5. 2456211 Hayden McConnell Accept Agreed Order stating McConnell voluntarily, knowingly, and intelligently surrenders Certificate Number 201187707, 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, McConnell 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*

6. 2456157 Barbara Goodman Accept Agreed Order stating Certificate Number 66476 shall be suspended for thirty (30) days from December 16, 2024 through January 14, 2025. Goodman 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. Goodman 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, Goodman 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. Two (2) courses under the “Educator Ethics” heading; and
3. A course under the “Communication” heading.

Any cost for said trainings shall be paid for by Goodman. If Goodman fails to satisfy any portion of this condition, Certificate Number 66476 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 66476, 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, Goodman 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, including any appeal therefrom. Resigning in lieu of termination shall also be a violation of this condition. Should Goodman fail to satisfy this condition, Certificate Number 66476 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Goodman 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*

7. 2456180 John New

Accept Agreed Order stating Certificate Number 200101128 shall be suspended for sixty (60) days from June 1, 2025 through July 30, 2025. New 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. New 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, New shall submit written proof to the Board that he has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. A course under the “Classroom Management” heading;
2. A course under the “Educator Ethics” heading;
3. A course under the “Communication” heading;

Any cost for said trainings shall be paid for by New. If New fails to satisfy any portion of this condition, Certificate Number 200101128 shall not be reinstated until New satisfies the condition.

Upon acceptance of this agreement by the Board, Certificate Number 200101128, 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, New 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, including any appeal therefrom. Resigning in lieu of termination shall also be a violation of this condition. Should New fail to satisfy this condition, Certificate Number 200101128 shall be automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.

New 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*

8. 2355169 Jeffrey Robbins

Accept Agreed Order stating Certificate Number 201110831 is hereby retroactively suspended for a period of thirty (30) days, from June 15, 2024 to July 14, 2024. Robbins 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. Robbins 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.

Prior to May 1, 2025 Robbins shall comply with the following conditions:

1. Robbins shall provide written proof to the Board, from a physician licensed by the Kentucky Medical Board of Licensure (KMBL) and approved by the Board, that he has undergone a comprehensive fit for duty evaluation and is fit to return to the classroom, presents as capable of performing his duties as an educator, is not a danger to himself or others, and is compliant with all treatment recommendations. The fit for duty evaluation shall occur within the sixty (60) days prior to Robbins submission of the evaluation to the Board. Robbins shall pay any expense incurred. If Robbins fails to satisfy this condition, Certificate Number 201110831 shall be administratively suspended until such condition is satisfied.
2. Robbins 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. Robbins shall pay any expense incurred. If Robbins fails to satisfy this condition, Certificate Number 201110831 shall be administratively suspended until such condition is satisfied.

Finally, upon acceptance of this agreement by the Board, Certificate Number 201110831 shall be subject to the following conditions for a period of five (5) years:

1. If the fit for duty evaluation results in recommendations, Robbins shall submit written progress reports from the KMBL licensed physician 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 Robbins fails to satisfy any of these conditions, Certificate Number 201110831 shall be administratively suspended until such conditions are satisfied. If Robbins is released from treatment, he shall cause the provider to inform EPSB in writing that he has been successful in completing any recommended treatment.
2. If the substance abuse assessment results in recommendations, Robbins shall submit written progress reports from the Kentucky licensed or certified chemical dependency 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 Robbins fails to satisfy any of these conditions, Certificate Number 201110831 shall be administratively suspended until such conditions are satisfied. If Robbins is released from treatment, he shall cause the provider to inform EPSB in writing that he has been successful in completing any recommended treatment.
3. Robbins agrees to waive any confidentiality right, either state or federal, to the extent required to allow any evaluator or provider to share that he is involved in recommended treatment and that he is compliant with

treatment. Robbins will specifically waive any confidentiality to allow any evaluator to inform EPSB if he becomes non-compliant with recommended treatment. If such a waiver is not completed with any treatment provider then Certificate Number 201110831 shall be administratively suspended until such conditions are satisfied.

Robbins 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*

9. 2455721 Kevin Conley

Accept Agreed Order stating Conley voluntarily, knowingly, and intelligently surrenders Certificate Number 64642, 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*

10. 2355569 Tamara Estep

Accept Agreed Order stating Estep is hereby reprimanded for neglect of duty. The Board reminds Estep that she has a duty to create a productive learning environment for students and a failure to do so is a violation of the Professional Code of Ethics for Kentucky School Certified Personnel.

Prior to April 1, 2025, Estep shall submit written proof to the Board that she has completed two (2) courses under the “Educator Ethics” heading on the attached pre-approved Board training list (Attachment A). Any cost for said trainings shall be paid for by Estep. Failure to submit written proof of completion prior to April 1, 2025, will result in Certificate Number 200135837 being administratively suspended until such time as Estep provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200135837, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for five (5) years:

1. If a school district in the Commonwealth of Kentucky reports to the EPSB that the district substantiated that Estep neglected her duties by failing to maintain a clean and productive learning environment, had chronic absences, or failed to submit requested paperwork in a timely manner, then Certificate Number 200135837 shall be automatically administratively suspended until Estep undergoes a fit for duty assessment by a Board approved, Kentucky licensed mental health professional, and submits written proof to the Board that she has been found fit to perform her duties as an educator. Estep shall provide a copy of the complaint information, this Agreed Order, and her job duties to the mental health professional. Any expense required for said assessment and follow-up shall be paid for by Estep.
2. During the probationary period, Estep 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, including any appeal therefrom. Resigning in lieu of termination shall also be a violation of this condition. Should Estep fail to satisfy this condition, Certificate Number 200135837 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Estep 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*

11. 2456259 Lavar Herron

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Herron shall be issued a Kentucky teaching

certificate upon providing written proof to the Board that 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).
- 3) A Batterer Intervention Prevention (BIP) course by a provider certified by ZeroV (not on pre-approved list).
- 4) Proof that Herron has been assessed by a licensed therapist or other qualified mental health professional within the past five (5) years and is currently in compliance with the provider’s treatment recommendations. Herron shall submit written proof to the Board that he has engaged in counseling since January 1st, 2019 with a licensed or certified physician or other qualified mental health professional and remains compliant with the recommendations of the provider (or that he has been released from treatment). At the Board’s request, Herron shall sign a release of information with the evaluating physician(s) or other qualified mental health professional referred to herein, allowing the Board to review his evaluation and treatment records.

Herron shall pay any expense required to satisfy these conditions. Herron shall not be issued a certificate until such conditions are satisfied.

- b. Any and all certificates issued to Herron shall be subject to the following permanent probation conditions:

- 1) Herron 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 Herron is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. If Herron fails to satisfy this condition, any and all certificates issued to him shall be automatically permanently revoked.

- 2) Herron 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). Herron shall pay any expense incurred. If Herron fails to satisfy this condition, any application submitted on his behalf for certification renewal and/or an additional certificate shall be denied.
- 3) Herron shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky.

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

If Herron fails to satisfy this condition, any and all certificates issued to him shall be automatically suspended for thirty (30) days and be subject to additional sanctions by the Board pursuant to KRS 161.120.

- 4) On or before October 15th of each year until the end of the probation, Herron shall provide written proof to the Board, from the same licensed or certified physician, or other qualified mental health professional, as approved by the Board, that he remains compliant with the recommendations of the provider (or that he has been released from treatment). Any expense required for this condition shall be paid for by Herron. At the Board's request, Herron shall sign a release of information with the evaluating physician(s) referred to herein, allowing the Board to review her evaluation and treatment records. If Herron fails to satisfy this condition, any certificate issued to Herron shall be administratively suspended pending review and disposition by the Board.

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

Vote: *Unanimous*

12. 220115 Donald Mobelini

Accept Agreed Order stating upon acceptance of this agreement by the Board, Professional Certificate For Instructional Leadership--Supervisor Of Instruction, Grades K-12; Level II; Professional Certificate For Director Of Special Education; Endorsement For Secondary School Principal, Grades 7-12; and Endorsement For Director Of Pupil Personnel for Certificate Number 12079 are hereby voluntarily surrendered. Mobelini shall not apply for nor be issued any administrative or leadership certificate at any time in the future.

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

1. Mobelini 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 Mobelini fails to satisfy this condition, Certificate Number 12079 shall be suspended for ten (10) days.
2. Within sixty (60) days of returning to certified employment, Mobelini 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). Mobelini shall pay any expense incurred. If Mobelini fails to satisfy this condition, Certificate Number 12079 shall be administratively suspended until such condition is satisfied.
3. Within sixty (60) days of returning to certified employment, Mobelini shall provide written proof to the Board that he has completed a training under the heading of “Appropriate Boundaries” on the attached pre-approved Board training list (Attachment A). Mobelini shall pay any expense incurred. If Mobelini fails to satisfy this condition, Certificate Number 12079 shall be administratively suspended until such condition is satisfied.
4. Within sixty (60) days of returning to certified employment, Mobelini 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). Mobelini shall pay any expense incurred. If Mobelini fails to satisfy this condition, Certificate Number 12079 shall be administratively suspended until such condition is satisfied.
5. Within sixty (60) days of returning to certified employment, Mobelini shall provide written proof to the Board that he has completed “Restorative Practices” training on the attached pre-approved Board training list (Attachment A). Mobelini shall pay any

expense incurred. If Mobelini fails to satisfy this condition, Certificate Number 12079 shall be administratively suspended until such condition is satisfied.

Finally, upon returning to certified employment, Certificate Number 12079 shall be subject to the following condition for a period of ten (10) years:

1. Mobelini shall not receive any disciplinary action from any school district in which he is employed. If Mobelini fails to satisfy this condition, Certificate Number 12079 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.

Mobelini 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*

13. 2355576 Leslie Rich

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200301148 is retroactively suspended from July 1st, 2022 to September 30th, 2022. Rich shall not have been 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. Rich 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.

- b. Rich is working outside of K-12 schools and is not currently employed in a certified position, but currently holds a valid certificate. Rich shall notify the Board in writing of her intent to return to certified employment, at least ten (10) calendar days prior to returning to a certified position. The notification shall include the district, school, and start date of Rich's employment. If Rich fails to satisfy this condition, Certificate Number 200301148 shall be suspended for an additional period of ten (10) days.
- c. The Board hereby reprimands Rich for her conduct. Being under the influence of intoxicating substances at a school event not only sets a bad example for students, but also presents a safety risk should a certified individual need to respond to an emergency situation. Furthermore, a B.A.C. of approximately 0.12 correlates with a significant impairment of motor skills, inhibitions, and appropriate judgment that could put at risk the teacher's personal safety and the reputation of both the school district and the teaching profession. The Board will tolerate no further misconduct from Rich.
- d. Within thirty (30) days of returning to a certified position, Rich shall submit written proof to the Board that she has completed the following Board-approved professional development trainings:
 - 1) Any training under the heading of "Educator Ethics" on the attached pre-approved Board training list (Attachment A).
 - 2) A minimum of two (2) hours of training on the importance of honesty.

Any cost for said trainings shall be paid for by Rich. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200301148 being administratively suspended until such time as the Board receives the written proof of completion.

- e. Within thirty (30) days of returning to a certified position, Rich shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and is compliant with any treatment recommendations. The assessment shall have occurred within sixty (60) days prior to Respondent's submission of the assessment to the Board. Rich shall pay any expense incurred. If Rich fails to satisfy any portion of this condition, Certificate Number 200301148 shall be administratively suspended until such condition is satisfied.
- f. Upon receipt of the notification that Rich is returning to a certified position, Certificate Number 200301148 shall be subject to the following conditions for a period of three (3) years:
 - 1) If the comprehensive substance abuse assessment recommends ongoing treatment, Rich shall provide biannual written progress reports from a consistent counselor, before or on each April 1st and October 1st, from her counselor, until she is released from treatment. At the Board's request, Rich shall sign a release of information with the evaluating provider(s) referred to herein, allowing the Board to review her evaluation and treatment records. Rich shall pay any expense incurred. If Rich fails to satisfy this condition, Certificate Number 200301148 shall be administratively suspended until such condition is satisfied.
 - 2) Rich shall have no criminal convictions, in any jurisdiction, involving the use and/or possession of alcohol or any controlled substance. If Rich 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 Rich fails to satisfy this condition, Certificate Number 200301148 shall be administratively suspended pending Board review and disposition.

- 3) Rich 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 Rich fails to satisfy this condition, Certificate Number 200301148 shall be administratively suspended pending Board review and disposition.

- g. Rich 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*

14. 2456046 Heather Howlett

Accept Agreed Order stating Certificate Number 201207462 shall be suspended for sixty (60) days from December 2, 2024 through January 30, 2025. Howlett 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. Howlett 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, Howlett shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board and submit written proof to the Board. The assessment shall occur within the thirty (30) days prior to Respondent's submission of the assessment to the Board. Any expense required for said assessment and follow-up shall be paid for by Howlett. If Howlett fails to satisfy any portion of this condition, Certificate Number 201207462 shall not be reinstated until such condition is satisfied.

Prior to reinstatement, Howlett shall submit written proof to the Board from a licensed/certified psychologist or psychiatrist, as approved by the Board, that she has complied with a comprehensive mental health evaluation and is mentally fit to return to the classroom, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. Howlett shall pay any expense incurred. If Howlett fails to satisfy any portion of this condition, Certificate Number 201207462 shall not be reinstated until such condition is satisfied.

Prior to reinstatement, Howlett 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. A course under the "Communication" heading;
3. A course under the "Special Populations" heading; and
4. "Time Management."

Any cost for said trainings shall be paid for by Howlett. If Howlett fails to satisfy any portion of this condition, Certificate Number 201207462 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201207462, 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, Howlett 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, including any appeal therefrom. Resigning in lieu of termination shall also be a violation of this condition. Should Howlett fail to satisfy this condition, Certificate Number 201207462 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.
2. If Howlett's comprehensive alcohol/substance abuse assessment recommends any treatment, Howlett shall submit written progress reports from a consistent licensed counselor on July 1st of each year of her probation, certifying that she is compliant with all treatment recommendations, until such time as the counselor releases her from treatment. If Howlett chooses to change licensed counselors prior to completing the counselor's recommendations, she shall undergo a new comprehensive alcohol/substance abuse assessment to ensure she is compliant with all recommendations of the new counselor to ensure fulfillment of her probation requirements. Failure to do so shall result in an administrative suspension until such condition is satisfied.
3. If the fit for duty evaluation results in recommendations, Howlett shall submit written progress reports from the licensed/certified psychologist or psychiatrist, as approved by the Board, on July 1st of every year of the probation, indicating she is compliant with all treatment recommendations, until she is released from

treatment. If Howlett fails to satisfy any of these conditions, Certificate Number 201207462 shall be administratively suspended until such conditions are satisfied.

Howlett 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*

15. 2456373 James Green

Accept Agreed Order stating prior to February 1, 2025, Green 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). Green shall pay any expense incurred. If Green fails to satisfy this condition, Certificate Number 199801145 shall be administratively suspended until such condition is satisfied.

Green 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*

16. 2456377 Michael Miller

Accept Agreed Order stating upon acceptance of this agreement by the Board, Miller voluntarily, knowingly, and intelligently surrenders Certificate Number 201130964, 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*

17. 2456350 Codey Baskett

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200703610 is retroactively suspended beginning June 1, 2024 to August 1, 2024, a period of sixty (60) days. Baskett 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. 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 Agreed Order.

Further, Certificate Number 200703610 shall be subject to the following permanent probation:

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 automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.

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*

18. 2456351 Katie Burton

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201157146 is suspended beginning June 1, 2024 to August 1, 2024, a period of sixty (60) days. Burton 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. Burton 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 May 1, 2025, Burton 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). Burton shall pay any expense incurred. If Burton fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until such condition is satisfied.

Finally, any and all certificates issued to Burton shall be subject to the following permanent conditions:

1. Burton shall not handle school or student funds in any capacity. If Burton fails to satisfy this condition, any and all certificates issued to her shall be automatically suspended for six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.
2. By January 1 and June 1 of each year of her employment in a certified role, Burton shall submit a letter to the Board from her supervisor confirming that she did not handle school or student funds in any capacity during the school year. If Burton fails to satisfy this condition, any and all certificates issued to her shall be administratively suspended until such condition is fulfilled.
3. Burton shall not receive any disciplinary action from any school district in which she is employed. If Burton fails to satisfy this condition, any and all certificates issued to her shall be automatically suspended for six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

Burton 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*

19. 2456380 Katelin Pence

Accept Agreed Order stating upon acceptance of this agreement by the Board, Pence voluntarily, knowingly, and intelligently surrenders Certificate Number 201243701, 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, Pence shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 300 Sower Blvd. 5th Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

20. 2456369 Martha Brennan

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200380048 is retroactively suspended from April 1, 2024 through April 5, 2024, a period of five (5) days. Brennan 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. Brennan 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.

Brennan plans on retiring in Spring of 2025. Prior to returning to certified employment, Brennan 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 Brennan fails to satisfy this condition, Certificate Number 200380048 shall be administratively suspended for ten (10) days.

Within sixty (60) days of returning to certified employment, Brennan 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). Brennan shall pay any expense incurred. If Brennan fails to satisfy this condition, Certificate Number 200380048 shall be administratively suspended until such condition is satisfied.

Further, upon returning to certified employment, Certificate Number 200380048 shall be subject to the following probationary condition for a period of two (2) years:

1. Brennan shall not receive any disciplinary action from any school district she is employed. If Brennan fails to satisfy this condition, Certificate Number 200380048 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.

Brennan 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*

Motion made by Ms. Lori McKeehan seconded by Ms. Susan Rieber, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 4:48 p.m. ET.