

The actions delineated below were taken in open session of the EPSB at the September 30, 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 4:10 p.m. ET. Chair Mitchell read the EPSB Mission Statement.

Roll Call

The following Board members were present during the August 20, 2024, EPSB meeting: Diane Berry, Scottie Collier, Priscilla Keller, Lori McKeehan, Meridith Pittman, Lisa Rudzinski, Vice-Chair Amber Snell, and Chair Justin Mitchell.

Cabinet: Susan Rieber

Consent Items

Approval of September 9, 2024, EPSB Meeting Minutes

2024-321

Motion made by Ms. Diane Berry seconded by Ms. Merideth Pittman to approve the September 9th meeting minutes.

Vote: Unanimous

Motion made by Ms. Susan Rieber seconded by Vice-Chair Amber Snell, 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 Capt. Lisa Rudzinski seconded by Vice-Chair 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, Scottie Collier, Pricilla Keller, Lori McKeehan, Merideth Pittman, Susan Reiber, Lisa Rudzinski, Amber Snell and Justin Mitchell.

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

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
2456155	Further Investigation
2456168	Further Investigation
2456210	Further Investigation
2455790	Further Investigation
2456104	Further Investigation
2456169	Further Investigation
2456198	Further Investigation
2456196	Further Investigation
2456045	Further Investigation
2456228	Further Investigation
2456149	Further Investigation
2456225	Further Investigation
2456289	Further Investigation
2456207	Further Investigation
2456227	Further Investigation
2456047	Further Investigation
2456029	Further Investigation
2456158	Defer for Training
2456193	Further Investigation
2456094	Defer for Training
2456197	Defer for Training
2456037	Further Investigation
2456208	Further Investigation
2456174	Further Investigation
2456153	Further Investigation
2456027	Further Investigation
2456089	Defer for Training
2456212	Further Investigation
2456163	Further Investigation
2456150	Defer for Training
2456181	Defer for Training
2455825	Initiate Hearing
2355598	Initiate Hearing
2355520	Initiate Hearing
2355680	Dismiss w/Prejudice
2455699	Dismiss w/Prejudice
2355584	Dismiss w/Prejudice
2456096	Dismiss w/Prejudice

2456097	Dismiss w/Prejudice
2456076	Dismiss w/Prejudice
2456201	Dismiss w/Prejudice
2456203	Dismiss w/Prejudice
2456202	Dismiss w/Prejudice

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
2456360	Approve
2456359	Approve
2456367	Approve
2456366	Approve
2456389	Approve
2456390	Approve
2456294	Approve
2456353	Approve
2456355	Approve
2456357	Approve
2456358	Approve
2456356	Approve
2456362	Approve
2456363	Approve
2456368	Approve
2456385	Approve
2456388	Deny
2456354	Approve

Agreed Orders

<u>Case Number</u>	<u>Decision</u>
2455908 John Brown	Accept Agreed Order stating Brown has retired. Upon acceptance of this agreement by the Board, Brown shall not seek or accept any position of employment in Kentucky that requires the use of Certificate Number 200300263. Upon the natural expiration of Certificate Number 200300263, Brown shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. If Brown violates this agreement, Certificate Number 200300263 shall be automatically permanently revoked, and/or any application for certification shall be denied.

Vote: Unanimous

2355230 Samuel Morren	Accept Agreed Order stating Morren voluntarily, knowingly, and intelligently surrenders Certificate Number 201237488, and agrees to not apply for, nor be issued, a
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teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Morren 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.

Morren 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*

2354977 Tasha Perez

Accept Agreed Order suspending Certificate Number 201215119 for ninety (90) days beginning on June 1, 2024. Perez 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. Perez 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, Perez shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

- a. "Educator Ethics & the Law";
- b. "Intervention Strategies for Educators"; and
- c. "Brain Architecture: Trauma, Toxic Stress, and Impact on Learning."

Any cost for said trainings shall be paid for by Perez. If Perez fails to satisfy any portion of this condition, Certificate Number 201215119 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201215119, 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, Perez 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 201215119 being administratively suspended pending further Board review and disposition.

Perez 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*

2455782 Vanessa Giddens-Cheatham

Accept Agreed Order reprimanding Giddens-Cheatham for failing to use appropriate means of discipline with students. The Board reminds Giddens-Cheatham that as an educator it is her duty to protect the health, safety and emotional well-being of every student in her classroom and to refrain, no matter how difficult the situation, from using physical force to redirect a student.

Prior to February 1, 2025, Giddens-Cheatham shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. Two (2) courses under the "Educator Ethics" heading.

Any cost for said trainings shall be paid for by Giddens-Cheatham. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 200222348 being administratively suspended until such time as Giddens-Cheatham provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200222348, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for three (3) years:

1. During the probationary period, Giddens-Cheatham 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. Failure to uphold this condition will result in Certificate 200222348 being administratively suspended pending further Board review and disposition.

Giddens-Cheatham 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*

2355659 Marshall Forbes

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 201131359 is retroactively suspended from May 18th, 2024 to September 14th, 2024. Forbes 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. Forbes 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. Forbes is reprimanded for his lack of professional judgment in interactions with students. As an education professional, it is Forbes’s responsibility to set and maintain appropriate boundaries with all students. He must be ever vigilant to treat all students with fairness and equity, careful never to single out a particular student for special treatment and/or friendship. Also, the Board

reminds Forbes that a certified educator is a pillar of the community to whom students look for how to model their behavior. Forbes should model the behavior he wants students to emulate. The Board will tolerate no further misconduct by Forbes.

- c. Forbes has already submitted proof of training on the subjects of “Appropriate Student Teacher Boundaries” “Educator Ethics,” and an NEA Micro-Credential on “Elevating the Profession Through Educator Ethics: Setting and Maintaining Appropriate Boundaries” that the Board has reviewed and accepted.
- d. On or before December 20th, 2024, Forbes shall submit written proof to the Board that he has completed the following Board-approved professional development trainings or courses:
 - 1) The specific training “Technology, Social Media, and its Impact on Public Educators” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Forbes. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201131359 being administratively suspended until such time as the Board receives the written proof of completion.

- e. Certificate Number 201131359 shall be subject to the following permanent probation conditions:
 - 1) Forbes shall have no further disciplinary action related to maintaining appropriate boundaries with students from any school district in the Commonwealth of Kentucky.

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

If Forbes fails to satisfy this condition, Certificate Number 201131359 shall be automatically permanently revoked.

- f. Forbes 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* (Ms. Rudzinski Dissented)

2455709 Gunner Perry

Accept Agreed Order stating Perry voluntarily, knowingly, and intelligently surrenders Certificate Number 201294932, 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*

2455969 Shadawn Cropper

Accept Agreed Order retroactively suspending Certificate Number 201130771 for two (2) days from November 7, 2023 through November 8, 2023. Cropper 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 she holds a certificate of legal qualifications for the position, issued by the Educational Professional Standards Board. Cropper 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.

Cropper provided written proof that she has completed four (4) training courses total between the dates of July 9, 2024 and August 23, 2024: a course on Nurturing Responsive Relationship, a course on High-Quality Supportive Environments, a course on Teaching Social-Emotional Skills, and a Crisis Management Certification Training.

Upon acceptance of this agreement by the Board, Certificate Number 201130771, 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, Cropper 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 201130771 being administratively suspended pending further Board review and disposition.

Cropper 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*

2455806 Keith Gabbard

Accept Agreed Order retroactively suspending Certificate Number 199901443 for thirty (30) days from July 1, 2024 through July 31, 2024. Gabbard 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 holds a certificate of legal qualifications for the position, issued by the Education Professional Standards Board. Gabbard 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 February 1, 2025, Gabbard shall submit 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).

Any cost for said trainings shall be paid for by Gabbard. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 199901443 being administratively suspended until such time as Gabbard provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 199901443, 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, Gabbard 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 199901443 being administratively suspended pending further Board review and disposition.

Gabbard 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*

2355590 Kaitlen Creech

Accept Agreed Order reprimanding Creech for engaging in inappropriate sexual activities with a coworker on school grounds. The Board directs and Creech acknowledges that she, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. The Board urges Creech to exercise better judgment going forward.

Prior to March 1, 2025, Creech shall submit written proof to the Board that she has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. Two (2) courses under the “Educator Ethics” heading;

Any cost for said trainings shall be paid for by Creech. Failure to submit written proof of completion prior to March 1, 2025 will result in Certificate Number 201150180 being administratively suspended until such time as Creech provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201150180, 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, Creech 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 201150180 being administratively suspended pending further Board review and disposition.

Creech 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*

220115 Donald Mobelini

Reject Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Professional Certificate For Instructional Leadership-- Supervisor Of Instruction, Grades K-12; Level II and Professional Certificate For Director Of Special Education; and Endorsement For Director Of Pupil Personnel for Certificate Number 12079 are hereby voluntarily surrendered. Mobelini will retain his Endorsement For Secondary School Principal, Grades 7-12, Provisional High School Certificate, Grades 7-12, and SHMF: Standard High School Certificate, Grades 7-12. Mobelini shall not apply for nor be issued any other administrative or leadership certificate at any time in the future.
- b. 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.
- c. Certificate Number 12079 shall be subject to the following permanent probation condition:

- 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 automatically permanently revoked.

"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.

- d. 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*

2355217 Chad Fyffe

Accept Agreed Order stating Fyffe voluntarily, knowingly, and intelligently surrenders Certificate Number 201168650, 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*

2355675 Brian Deem

Accept Agreed Order reprimanding Deem for engaging in a manner unbecoming of the teaching profession. The Board directs and Deem acknowledges that he, like all teachers and school administrators, has a professional responsibility to treat students with dignity and respect in all circumstances. Deem further acknowledges that he must treat all students with fairness, respect, and empathy, in a way that serves to support and encourage them, not to demean, belittle, or torment them. The Board urges Deem to exercise better judgment going forward.

Prior to February 1, 2025, Deem shall submit written proof to the Board that he has completed the following trainings or courses on the attached pre-approved Board training list (Attachment A):

1. A course under the "Educator Ethics" heading; and

2. “Bullying Part I” under the “Bullying” heading.

Any cost for said trainings shall be paid for by Deem. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 199602121 being administratively suspended until such time as Deem provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 199602121, 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, Deem 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 199602121 being administratively suspended pending further Board review and disposition.

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

Vote: *Unanimous (Ms. Pittman Recused)*

2455831 Katricia Melzer

Accept Agreed Order suspending Certificate Number 201120260 for eight (8) months from December 8, 2023 through August 8, 2024. Melzer 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. Melzer 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 December 1, 2024, Melzer 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 and nine (9) months after the beginning of the suspension period. Any expense required for said assessment and follow-up shall be paid for by Melzer. If Melzer fails to satisfy any portion of this condition, Certificate Number 201120260 shall be administratively suspended until such time as Melzer satisfies this condition.

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

1. Three (3) courses under the "Educator Ethics" heading.

Any cost for said trainings shall be paid for by Melzer. Failure to submit written proof of completion prior to December 1, 2024 will result in Certificate Number 201120260 being administratively suspended until such time as Melzer provides the written proof.

Upon acceptance of this Agreement by the Board, Certificate Number 201120260, 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, Melzer shall not receive any disciplinary action related to substance issues 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 201120260 being administratively suspended pending further Board review and disposition.
2. Melzer 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 Melzer 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. Melzer shall submit to random alcohol/drug testing upon 48 hours notice to be administered by a provider approved by the Board and shall receive no alcohol/drug test that is positive for any illegal substance or alcohol or that is in excess of therapeutic levels generally accepted in the medical community. Melzer shall pay any expense incurred. If Melzer fails to satisfy any portion of this condition, any and all certificates issued to her shall be automatically permanently revoked.

Melzer 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*

2456167 Kimberly Thomas

Accept Agreed Order stating Thomas voluntarily, knowingly, and intelligently surrenders Certificate Number 200193953, 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*

Motion to Reconsider

Case Number

2204323 Richie Spann

Decision

Approve motion and accept modified Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200232752 shall be suspended from July 1st, 2023 to January 1st, 2024. During the suspension period, Spann shall not work in a certified capacity.

- b. Spann is not currently employed in a certified position, but holds a certificate currently set to expire on June 30th, 2025. Spann shall notify the Board in writing of his intent to return to certified employment, at least ten (10) days prior to returning to a certified position. If Respondent fails to satisfy this condition, Certificate Number 200232752 shall be administratively suspended pending further Board review and disposition.
- c. Prior to accepting a certified position or working in a certified capacity, Spann shall submit written proof to the Board that he has completed the following trainings:
 - 1) The specific training “Cultural Competency and Responsive Teaching” on the attached pre-approved Board training list (Attachment A).
 - 2) Any training under the heading of “Appropriate Student-Teacher Boundaries” on the attached pre-approved Board training list (Attachment A).
 - 3) The specific trainings “Trauma-Informed Certification, Level 1”, provided by the Attachment & Trauma Network, Inc, and “Creating a Healing Centered Learning Environment”, through the National Education Association’s Professional Excellence Portal.
 - 4) Three (3) hours on preventing sexual harassment and abuse of students by education personnel, as approved by the Board. In order for the training to fulfill this requirement, Spann shall petition the Board for pre-approval of the training by following the process outlined on page 6 of the attached list under the heading “One Time Request for Training Approval” (Attachment A).
- d. After reinstatement, Certificate Number 200232752 shall be subject to the following conditions for a period of two (2) years:
- e. Spann shall not receive any disciplinary action related to inappropriate interactions with students from any school district in the Commonwealth of Kentucky.

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

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

- f. Spann 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*

Motion made by Ms. Amber Snell seconded by Ms. Susan Reiber, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 5:19 p.m.