

*The actions delineated below were taken in open session of the EPSB at the September 9, 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, 5<sup>th</sup> Floor, Frankfort, KY 40601**

**Call to Order**

Chair Justin Mitchell called the meeting to order at 4:01 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, C.J. Fryer, Cathy Gunn, Priscilla Keller, Jacqueline Mayfield, Lori McKeehan, Corinne Murphy, Meridith Pittman, Vice-Chair Amber Snell, and Chair Justin Mitchell.

CPE: Amanda Ellis

**Consent Items**

Approval of August 20, 2024, EPSB Meeting Minutes

**2024-320**

*Motion made by Ms. Jacqueline Mayfield seconded by Dr. Amanda Ellis to approve the August 20<sup>th</sup> meeting minutes.*

**Vote:** Unanimous

*Motion made by Dr. Amanda Ellis seconded by Ms. Jacqueline Mayfield, 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. Diane Berry seconded by Ms. Cathy Gunn, 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, Christopher J. Fryer, Cathy Gunn, Jacqueline Mayfield, Lori McKeehan, Corinne Murphy, Merideth Pittman, Vice-Chair Amber Snell, and Chair Justin Mitchell.

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

### **Initial Case Review**

#### **Case Number**

#### **Decision**

2456095	Dismiss w/Prejudice	
2456209	Further Investigation	
2456026	Further Investigation	
2456053	Defer for Training	
2456223	Further Investigation	
2456048	Further Investigation	
2456211	Further Investigation	
2456173	Further Investigation	
2456177	Further Investigation	
2456151	Further Investigation	
2456069	Further Investigation	
2456185	Further Investigation	
2456030	Further Investigation	
2455971	Further Investigation	
2456194	Further Investigation	
2456084	Admonish	
2456226	Further Investigation	
2456081	Admonish	
2456216	DWOP	
2456171	Further Investigation	
2456220	Further Investigation	
2456179	Further Investigation	
2456032	Further Investigation	
2456108	Further Investigation	
2456166	Further Investigation	(Ms. McKeehan recused)
2456189	DWOP	
2456156	Admonish	
2456061	Further Investigation	
2456165	Further Investigation	(Ms. McKeehan recused)
2456055	Further Investigation	
2456067	Further Investigation	
2456188	Defer for Training	
2456083	Defer for Training	
2456152	Further Investigation	
2456090	Dismiss w/Prejudice	
2456190	Further Investigation	
2456164	Further Investigation	(Ms. McKeehan recused)

2456058	Further Investigation
2456071	Further Investigation
2456157	Further Investigation
2456064	Further Investigation
2456217	Further Investigation
2456031	Dismiss w/Prejudice
2456180	Further Investigation
2456176	Further Investigation
2456200	Further Investigation
2456205	Defer for Training
2456206	Further Investigation
2456202	Defer for Training
2456203	Defer for Training
2456204	Defer for Training
2456074	Admonish
2456107	Dismiss w/Prejudice
2456021	Further Investigation
2355584	Further Investigation
2355658	Dismiss w/Prejudice
2455838	Dismiss w/Prejudice
2355628	Dismiss w/Prejudice
2355526	Dismiss w/Prejudice
2355518	Further Investigation
2355528	Further Investigation
2455983	Dismiss w/Prejudice

**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
2456299	Approve
2456301	Approve
2456303	Approve
2456304	Approve
2456307	Approve
2456309	Approve
2456310	Approve
2456319	Deny
2456234	Approve
2456314	Approve
2456312	Approve
2456332	Approve
2456340	Approve (w/conditions)
2456342	Approve
2456300	Approve
2456279	Deny
2456305	Approve
2456143	Deny

2456311	Approve
2456313	Approve
2456317	Approve
2456277	Approve
2456322	Approve
2456321	Approve
2456318	Approve
2456338	Deny
2456339	Approve
2456341	Approve

### **Agreed Orders**

#### **Case Number**

2355450 Krissy Marlow

#### **Decision**

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 200234991 shall be retroactively suspended from July 1st, 2023 to June 30th, 2024. Marlow shall not have been 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. Marlow 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. Marlow is reprimanded for exercising poor judgment, and for failing to uphold the dignity and integrity of the teaching profession. The Board will not tolerate any further incidents of misconduct from Marlow.
- c. On or before October 1st, 2024, Marlow shall submit written proof to the Board that she has completed the following trainings:
  - 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 Marlow. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200234991 being administratively suspended until such time as the Board receives the written proof of completion.

- d. Marlow has already submitted proof of substance abuse assessment and treatment that is satisfactory to the Board.
- e. Certificate Number 200234991 shall be subject to the following permanent conditions:
  - 1) Marlow shall have no criminal convictions involving the use and/or possession of alcohol or any controlled substance. If Marlow 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 Marlow fails to satisfy this condition, Certificate Number 200234991 shall be administratively suspended pending Board review and disposition.
  - 3) Marlow shall submit an official copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Marlow shall pay any expense incurred. If Marlow fails to satisfy this condition, any application submitted on her behalf for certification renewal and/or an additional certificate shall be denied.
  - 4) Marlow 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 tribunal/ or arbitration process.

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

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

**Vote:** *Unanimous*

2203251 Ritchie Ellis

Accept Agreed Order stating:

- a. Ellis's certificate has been expired since December 31st, 2022. Upon acceptance of this agreement by the Board, Certificate Number 201137571 shall be retroactively suspended from October 1st, 2022 to December 31st, 2022. Further, Ellis agrees to not apply for a teaching certificate for ninety (90) days from the date of this order. Ellis shall not be actively employed in certified employment without a valid teaching certificate. 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. Ellis 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. Ellis's certificate is currently expired, and he is not employed in a certified position, with no present intent to apply for a new teaching position. Ellis shall notify the Board in writing of his intent to return to certified employment, at least thirty (30) days prior to returning to a certified position. The notification shall include the district, school, and start date of Ellis's employment. If Ellis fails to notify the Board on or before the deadline, any certificate he currently holds will be suspended an additional thirty (30) days.
- c. The Board encourages Ellis to exercise better discretion in the future. In particular: if Ellis is uncertain whether

a certain topic is appropriate to discuss with students or a particular piece of media is appropriate to show to students, he should consult with his supervisor before engaging in the discussion or showing the media.

- d. No later than thirty (30) days following acceptance of a certified position or working in a certified capacity, Ellis shall submit written proof to the Board that he has completed the following trainings:
  - 1) The specific training “Trauma Informed Classroom Management” on the attached pre-approved Board training list (Attachment A).
  - 2) The specific training “Brain Architecture: Trauma, Toxic Stress, and Impact on Learning” on the attached pre-approved Board training list (Attachment A).
  - 3) The specific training “Technology, Social Media, and its Impact on Public Educators” on the attached pre-approved Board training list (Attachment A).
  - 4) The specific training “Multicultural Education: Leading To Just Schools 6-hour Series” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Ellis. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201137571 being administratively suspended until such time as the Board receives the written proof of completion.

- e. Upon receipt of the notification that Ellis is engaging in certified employment, any certificate issued to Ellis shall be subject to the following conditions for a period of two (2) years:
  - 1) Ellis 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 abide by this probationary condition will result in an administrative suspension pending Board review and disposition.

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

**Vote:** *Unanimous*

2455724 Amy Loney

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 199801886 is retroactively suspended from July 2nd, 2024 to July 12th, 2024. Loney 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. Loney 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. Loney is retired and is not currently employed in a certified position, but currently holds a valid certificate. Loney shall notify the Board in writing of her intent to return to certified employment, at least thirty (30) days prior to returning to a certified position. The notification shall include the district, school, and start date of Loney's employment. If Loney fails to satisfy this condition, Certificate Number 199801886 shall be suspended for an additional period of ten (10) days.
- c. Loney is hereby reprimanded for using poor classroom management techniques when dealing with students. The Board warns Loney to exercise better discretion and establish better professional boundaries in the future and will tolerate no further misconduct by Loney.



- d. Within thirty (30) days of accepting a certified position or working in a certified capacity, Loney shall submit written proof to the Board that she 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 “Classroom Management” on the attached pre-approved Board training list (Attachment A).
- 3) The specific KEA training “Autism: Teaching Students with Autism” on the attached pre-approved Board training list (Attachment A).

Any cost for said trainings shall be paid for by Loney. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 199801886 being administratively suspended until such time as the Board receives the written proof of completion.

- e. Upon receipt of the notification that Loney is engaging in certified employment, Certificate Number 199801886 shall be subject to the following conditions for a period of two (2) years:

- 1) Loney 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 Loney fails to satisfy this condition, Certificate Number 199801886 shall be administratively suspended pending Board review and disposition.

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

**Vote:** *Unanimous*

2355683 Paul Holien

Accept Agreed Order reprimanding Holien for using profanity while engaging in an argument with another teacher in front of students. The Board directs and Holien acknowledges that he, like all teachers and school administrators, has a professional responsibility to treat colleagues with dignity and respect in all circumstances. Disagreements between educators should be civil and not be disrespectful or unprofessional. The Board urges Holien to exercise better judgment going forward.

Prior to February 1, 2025, Holien 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. A course under the “Communication” heading.

Any cost for said trainings shall be paid for by Holien. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 201130170 being administratively suspended until such time as Holien provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201130170, 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, Holien 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 201130170 being administratively suspended pending further Board review and disposition.

Holien 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*

2355684 Lorenzo McGill

Accept Agreed Order retroactively suspending Certificate Number 200220369 for sixty (60) days from June 1, 2024 through August 1, 2024. McGill 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. McGill 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, McGill 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. “Anger Management: What it is and how to address it,” under the “Other Trainings” heading.
3. “5 Steps to Improve Any Relationship” under the “Communications” heading.

Any cost for said trainings shall be paid for by McGill. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 200220369 being administratively suspended until such time as McGill provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200220369, 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, McGill 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 200220369 being administratively suspended pending further Board review and disposition.

McGill 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*

2455948 Eric Little

Accept Agreed Order stating Little voluntarily, knowingly, and intelligently surrenders Certificate Number 201164194, 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. Little shall immediately surrender the original and all copies of his 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*

2004927 Harold Wallace

Accept Agreed Order stating the Board reprimands Wallace for threatening violence and insinuating the threat of violence to colleagues and members of the public. Wallace has a professional responsibility to treat colleagues and members of the public with dignity and respect in all circumstances. Threats of violence are never acceptable and the Board urges Wallace to exercise better judgment and self-control going forward.

On or before October 1, 2024, Wallace 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, is not a danger to himself or others, and is compliant with all treatment recommendations. Wallace shall pay any expense incurred. If the licensed/certified physician determines that Wallace is unfit for duty, then Certificate Number 199702516 shall be administratively suspended until such time as a

licensed/certified physician, as approved by the Board, finds that Wallace is fit for duty. Failure to satisfy this condition will result in an administrative suspension of Certificate Number 199702516 until such condition is satisfied.

On or before October 1, 2024, Wallace shall undergo a comprehensive anger management assessment by a Board approved, licensed anger management counselor and submit written proof to the Board. Any expense required for said assessment and follow-up shall be paid for by Wallace. Failure to satisfy this condition will result in an administrative suspension of Certificate Number 199702516 until such condition is satisfied.

Prior to May 1, 2025, Wallace 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. One (1) course under the “Educator Ethics” heading;
2. A course under the “Communication” heading;
3. “Managing Difficult Conversations”; and
4. “Recognizing Early-onset Mental Health Disorders.”

Any cost for said trainings shall be paid for by Wallace. Failure to submit written proof of completion prior to May 1, 2025 will result in Certificate Number 199702516 being administratively suspended until such time as Wallace provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 199702516, 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, Wallace 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. A resignation in lieu of termination shall be considered a violation of this condition. Failure to uphold this condition will result in Certificate 199702516 being administratively suspended pending further Board review and disposition.

2. If the evaluating anger management counselor makes any treatment recommendations regarding anger management, Wallace shall submit written progress reports to the Board on July 1st each year of his probation, beginning at least three (3) months after his initial assessment, certifying that he is compliant with all treatment recommendations until the counselor releases he from treatment. Wallace shall pay any expense incurred. Failure to comply with this condition will result in Wallace's certificate being automatically suspended until such condition is satisfied.
3. Wallace shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) other than minor traffic violations. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If Wallace 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. Failure to comply with this condition will result in Wallace's certificate being automatically permanently revoked.

Wallace 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*

2455964 Sydney Thomas

Accept Agreed Order stating Thomas voluntarily, knowingly, and intelligently surrenders Certificate Number 201204048, 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*

2455761 Jennifer Dressler

Accept Agreed Order suspending Certificate Number 200147960 from June 1, 2024 through September 10, 2024. Dressler 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. Dressler 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.

Dressler provided proof of completion of two (2) pre-approved Board trainings on the topic of Educator Ethics and one (1) pre-approved training on the topic of Student-Teacher Boundaries.

Prior to February 1, 2025, Dressler 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. "Setting and Maintaining Ethical Boundaries."

Any cost for said trainings shall be paid for by Dressler. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 200147960 being administratively suspended until such time as Dressler provides the written proof.

Upon reinstatement, Certificate Number 200147960, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions:

1. For a period of five (5) years, Dressler shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, resignation in lieu of termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process, 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 200147960 being administratively suspended pending further Board review and disposition.
2. As a permanent probationary condition of Certificate Number 200147960, Dressler shall communicate with students using only school endorsed and school monitored methods of communication. Dressler shall

never communicate with students one-on-one using social media or messaging platforms that use end to end encryption including, but not limited to, SnapChat, Kik, Facebook Messenger, and Instagram. If Dressler fails to satisfy any portion of this condition, any and all certificates issued to her shall be automatically permanently revoked.

3. As a permanent probationary condition of Certificate Number 200147960, if a school district in the Commonwealth of Kentucky reports to the EPSB that the district substantiated that Dressler engaged in an inappropriate relationship with a student, then any and all certificates issued to Dressler shall be automatically permanently revoked.

Dressler 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*

2455708 Brian Bailey

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 43448 is permanently revoked. Bailey 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*

2455916 Jordan Royalty

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate number 201174398 is retroactively suspended beginning May 25, 2024 through August 2, 2024. Royalty 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. Royalty 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 February 1, 2025, Royalty 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;
2. “Confidentiality Training for Kentucky School Certified Personnel”; and
3. “Appropriate Student-Teacher Boundaries.”

Any cost for said trainings shall be paid for by Royalty. Failure to submit written proof of completion prior to February 1, 2025 will result in Certificate Number 201174398 being administratively suspended until such time as Royalty provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201174398, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions:

1. For a period of five (5) years, Royalty 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 201174398 being administratively suspended pending further Board review and disposition.
2. As a permanent probationary condition of Certificate Number 201174398, Royalty shall communicate with students using only school endorsed and school monitored methods of communication. Royalty shall never communicate with students one-on-one using social media or messaging platforms that use end to end encryption including but not limited to, SnapChat, Kik, Facebook Messenger, and Instagram. If Royalty fails to satisfy any portion of this condition, any and all

certificates issued to her shall be automatically permanently revoked.

Royalty 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*

2455962 Christopher Ledbetter

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201173312 is permanently revoked. Ledbetter 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*

2455986 Gloria Mayo

Accept Agreed Order stating Certificate Number 200005388 is expired. Mayo shall neither apply for nor be issued any teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Mayo, or on her behalf, shall be denied.

**Vote:** *Unanimous*

2455975 Leslie Sebastian

Accept Agreed Order stating Certificate Number 201297760 is expired. Sebastian shall neither apply for nor be issued any teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Sebastian, or on her behalf, shall be denied.

**Vote:** *Unanimous*

*Motion made by Dr. Corinne Murphy seconded by Vice-Chair Snell to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 5:45 p.m.