

The actions delineated below were taken in open session of the EPSB at the December 16, 2025, meeting.

<p style="text-align: center;">Education Professional Standards Board (EPSB) Minutes Kentucky Department of Education 300 Sower Boulevard, 5th Floor, Frankfort, KY 40601</p>
--

Call to Order

Chair Amber Snell called the meeting to order at 9:10 a.m. ET. Chair Snell read the EPSB Mission Statement.

Roll Call

The following members were present during the December 16, 2025, EPSB meeting: Scottie Collier, Elizabeth Dinkins, Cathy Gunn, Jacqueline Mayfield, Lori McKeehan, Justin Mitchell, Nicholas Pace, Lisa Rudzinski, Vice Chair Fryer, and Chair Snell.

Report from Commissioner

Dr. Meredith Brewer joined the EPSB on behalf of Commissioner Fletcher. She introduced Kentucky Board of Education (KBE) Chair Sharon Robinson who gave an update from KBE.

Dr. Brewer also gave an update from the Office of Educator Licensure and Effectiveness and introduced Chief Digital Officer Marty Park to give an update on the launch of a new artificial intelligence agent called Ask Diego that will be used on the GoTeachKY website.

Division Director Todd Davis gave an update on the work of the Certification Structure workgroup.

Report from the Chair

Dr. Todd McCardle from Eastern Kentucky University and Dr. Coletta Parsley from the University of Pikeville provided an overview of the work taking place in educator preparation at their universities.

Consent Items

November 17, 2025, EPSB Meeting Minutes

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

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

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

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

2025-098

Motion made by Dr. Justin Mitchell, seconded by Ms. Lori McKeehan to approve items.

Vote: Unanimous

Waivers

16 KAR 2:100. Request to Waive Junior Reserve Officers Training Corps Renewal Requirements for Thomas Malazarte

2025-099

Motion made by Capt. Lisa Rudzinski, seconded by Vice-Chair Fryer to approve the waiver for a one-year extension of the certificate.

Vote: Unanimous

16 KAR 3:090. Request to Waive Admission Requirements for a Director of Pupil Personnel Program for Kellyn Gussler

2025-100

Motion made by Dr. Elizabeth Dinkins, seconded by Dr. Nicholas Pace to approve the waiver.

Vote: Unanimous

Alternative Route to Certification Applications

Abigail Brueggemeyer, Social Studies, Grades 8-12

2025-101

Motion made by Capt. Lisa Rudzinski, seconded by Dr. Elizabeth Dinkins to deny the application.

Vote: Unanimous

Amelia Stamps, Art, All Grades

2025-102

Motion made by Capt. Lisa Rudzinski, seconded by Dr. Justin Mitchell to approve the application.

Vote: Unanimous

Tyra Dunn-Thomas, Middle Grades Science, Grades 5-9 and Biology, Grades 8-12

2025-103

Motion made by Dr. Elizabeth Dinkins, seconded by Ms. Jacqueline Mayfield to approve the application for Biology, grades 8-12 and, deny the application for Middle grades Science, grades 5-9.

Vote: Unanimous

Pom Kharel, Chemistry, Grades 8-12

2025-104

Motion made by Dr. Justin Mitchell, seconded by Dr. Elizabeth Dinkins to approve the application.

Vote: Unanimous

Motion made by Dr. Nicholas Pace seconded by Ms. Lori McKeethan, 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 Vice-Chair Fryer 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:

Scottie Collier, Elizabeth Dinkins, Christopher Fryer, Cathy Gunn, Jacqueline Mayfield, Lori McKeehan, Justin Mitchell, Nicholas Pace, Lisa Rudzinski, and Amber Snell.

Attorneys present were Cody Hollan, Madison Snelling, Norah Softic, Cassie Trueblood, and Thomas Miller-Wall.

Initial Case Review

Case Number

1. 2557023 Daniel Blankenship

Decision

Approve PRC Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200000864 is retroactively suspended beginning July 1, 2025, to July 30, 2025, a period of thirty (30) days. Blankenship 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. Blankenship 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.

On or before April 1, 2026, Blankenship shall submit written proof to the Board that he has completed any training under the heading of "Classroom Management" on the attached pre-approved Board training list (Attachment A). Any cost for said training shall be paid for by Blankenship. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200000864 being administratively suspended until such time as the Board receives the written proof of completion.

Finally, Certificate Number 200000864 shall be subject to the following probationary condition for two (2) years:

Blankenship shall not receive any disciplinary action from any school district he is employed. "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. Resigning in lieu of termination shall also be a violation of this condition. For purposes of this order, resignation in lieu of termination means resignation after recommendation of termination, but before the termination is effective. If Blankenship fails to satisfy this condition, Certificate Number 200000864 shall be automatically suspended for sixty (60) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

2. 2557053 Christina Crace
3. 2557055 Courtney Harrington
4. 2557080 Catherine Harralson
5. 2557078 Keith Goodin
6. 2557061 Monty Salyer

Further Investigation
Dismiss w/Prejudice
Further Investigation
Further Investigation
Further Investigation

7. 2556985 Branden McMichael

Approve PRC Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201218745 is retroactively suspended beginning June 10, 2025, to July 25, 2025, a period of forty-five (45) days. McMichael 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. McMichael 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.

On or before April 1, 2026, McMichael shall submit written proof to the Board that he has completed two trainings under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Any cost for said trainings shall be paid for by McMichael. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 201218745 being administratively suspended until such time as the Board receives the written proof of completion.

On or before April 1, 2026, McMichael shall provide written proof to the Board that he has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. The assessment shall occur within the thirty (30) days prior to McMichael’s submission of the assessment to the Board. McMichael shall pay any expense incurred. If McMichael fails to satisfy this condition, Certificate Number 201218745 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201218745 shall be subject to the following probationary condition for three (3) years:

1. If the substance abuse assessment recommends any treatment, McMichael shall submit written progress reports from a consistent licensed or certified counselor on January 1st and July 1st of every year of the probation, certifying that he is compliant with all treatment recommendations, until he is released from treatment. If McMichael

chooses to change counselors prior to completing the counselor's recommendations, he shall undergo a new comprehensive alcohol/substance abuse assessment to ensure he is compliant with all recommendations of the new counselor to ensure fulfillment of his probation requirements. If McMichael fails to satisfy any of these conditions, Certificate Number 201218745 shall be administratively suspended until such condition is satisfied.

2. McMichael shall not receive any disciplinary action from any school district he is employed. "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. Resigning in lieu of termination shall also be a violation of this condition. If McMichael fails to satisfy this condition, Certificate Number 201218745 shall be automatically suspended for sixty (60) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

8. 2557058 Diana Knapke

Further Investigation

9. 2557088 Ronald Olson

Further Investigation

10. 2557021 David Adkins

Approve PRC Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200109564 is retroactively suspended beginning July 1, 2025, to July 10, 2025, a period of ten (10) days. Adkins 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. Adkins 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.

On or before April 1, 2026, Adkins shall submit written proof to the Board that he has completed two (2) trainings under the heading of “Educator Ethics” on the attached pre-approved Board training list (Attachment A). Any cost for said trainings shall be paid for by Adkins. Failure to submit written proof of completion on or before the deadline will result in Certificate Number 200109564 being administratively suspended until such time as the Board receives the written proof of completion.

Finally, Certificate Number 200109564 shall be subject to the following probationary condition for two (2) years:

Adkins shall not receive any disciplinary action from any school district he is employed. “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. Resigning in lieu of termination shall also be a violation of this condition. If Adkins fails to satisfy this condition, Certificate Number 200109564 shall be automatically suspended for sixty (60) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

- 11. 2557024 Greta Hall
- 12. 2557051 Michele Augsback
- 13. 2557057 Malik Johnson
- 14. 2557060 Christian Pyle
- 15. 2557062 Joseph Stockton
- 16. 2557063 Charity Stout

Dismiss w/Prejudice
Further Investigation
Further Investigation
Admonish
Further Investigation
Further Investigation

2557081, 2557082 &
2557083 Emily Johnson

Approve PRC Agreed Order stating Certificate Number 201291024 is expired and Johnson has not been employed in a certified position since May 27, 2025. Johnson shall neither apply for, nor be issued, a teaching, administrative, substitute, or emergency certificate in the Commonwealth of Kentucky at any time before May 26, 2032. Any such application submitted by Johnson prior to May 26, 2032, or on her behalf, shall be automatically denied.

- 20. 2557085 Brian Mason
- 21. 2557087 Christopher Nettleton
- 22. 2557054 Olivia Farris
- 23. 2557075 Denver Cooper

Further Investigation
Further Investigation (Ms. Snell recused)
Further Investigation
Further Investigation

2557091 & 2557092 James Warren

Approve PRC Agreed Order stating upon acceptance of this agreement by the Board, Warren is reprimanded for conduct unbecoming a teacher. The Board reminds Warren that, as a teacher, he has a duty to uphold the dignity and integrity of the teaching profession. Warren's conduct sets a horrible example for students. The Board will not tolerate any further incidents of misconduct by Warren.

On or before April 1, 2026, Warren shall provide written proof to the Board that he has undergone a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. The assessment shall occur within the thirty (30) days prior to Warren's submission of the assessment to the Board. Warren shall pay any expense incurred. If Warren fails to satisfy this condition, Certificate

Number 201203264 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201203264 shall be subject to the following probationary condition for two (2) years:

1. If the substance abuse assessment recommends any treatment, Warren shall submit written progress reports from a consistent licensed or certified counselor on January 1st and July 1st of every year of the probation, certifying that he is compliant with all treatment recommendations, until he is released from treatment. If Warren chooses to change counselors prior to completing the counselor's recommendations, he shall undergo a new comprehensive alcohol/substance abuse assessment to ensure he is compliant with all recommendations of the new counselor to ensure fulfillment of his probation requirements. If Warren fails to satisfy any of these conditions, Certificate Number 201203264 shall be administratively suspended until such condition is satisfied.

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

26. 2557077 Leslie Girdley

Approve PRC Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200303378 is retroactively suspended beginning June 1, 2025, to July 30, 2025, a period of sixty (60) days. Girdley 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. Girdley 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.

On or before February 1, 2026, Girdley shall provide written proof to the Board that he has undergone a comprehensive alcohol/substance abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board. The assessment shall occur within the sixty (60) days prior to Girdley's submission of the assessment to the Board. Girdley shall pay any expense incurred. If Girdley fails to satisfy this condition, Certificate Number 200303378 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 200303378 shall be subject to the following probationary condition for three (3) years:

1. If the substance abuse assessment recommends any treatment, Girdley shall submit written progress reports from a consistent licensed or certified counselor on January 1st and July 1st of every year of the probation, certifying that she is compliant with all treatment recommendations, until she is released from treatment. If Girdley chooses to change 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. If Girdley fails to satisfy any of these conditions, Certificate Number 200303378 shall be administratively suspended until such condition is satisfied.

2. Girdley shall not receive any disciplinary action involving alcohol from any school district she is employed. "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. Resigning in lieu of termination shall also be a violation of this condition. If Girdley fails to satisfy this condition, Certificate Number 200303378 shall be automatically suspended for ninety (90) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

27. 2557074 April Castle
28. 2557076 Kelly Cowley
29. 2557079 Jessica Gross
30. 2557086 Julie McKean
31. 2557098 Sommer Rosa
32. 2556978 Caleb Augustus

Admonish

Dismiss w/Prejudice

Dismiss w/Prejudice

Admonish

Dismiss w/Prejudice

Approve PRC Agreed Order stating upon acceptance of this agreement by the Board, Augustus is reprimanded for not strictly following the administrative procedures related to student testing. Further, the Board reminds Augustus that, like every other testing proctor, he signed a document attesting that he had received, read, and would comply with the testing instructions. Strict compliance with the Administrative Code for Kentucky's Educational Assessment Program ensures the well-being of the students and the integrity of the testing process are maintained.

On or before May 1, 2026, Augustus shall submit written proof to the Board that he has completed a three (3) hour training on the Administration Code for Kentucky's Educational Assessment Program on

the attached pre-approved Board training list (Attachment A) or from the Kentucky Department of Education. Augustus shall pay any expense incurred. If Augustus fails to satisfy any portion of this condition, Certificate Number 201187155 shall be administratively suspended until such condition is satisfied.

Finally, Certificate Number 201187155 shall be subject to the following permanent probationary condition:

1. Augustus shall not be reported to the Board for a finding by KDE that he violated the Administrative Code for Kentucky's Educational Assessment Program. If Augustus is reported to the Board by KDE for a testing violation during the probationary period, Certificate Number 201187155 shall be automatically suspended for sixty (60) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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

33. 2557052 Andrea Boggs
34. 2557084 Hannah Lyon
35. 2556583 Winfield Smith
36. 2456551 Marta Bean
37. 2556711 Brittany Farmer
38. 2355448
39. 2455993

Further Investigation
Further Investigation
Dismiss w/Prejudice
Initiate Hearing
Initiate Hearing (Ms. McKeehan recused)
Initiate Hearing (Ms. McKeehan recused)
Initiate Hearing

Character/Fitness Review

Case Number

1. 2557189
2. 2557229
3. 2557252
4. 2557096
5. 2557256
1. 2557220

Decision

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

2. 2557222	Approve
3. 2557223	Approve
4. 2557224	Approve
5. 2557159	Deny
6. 2557225	Deny
7. 2557226	Approve
8. 2557218	Approve
9. 2557228	Approve
10. 2557253	Approve
11. 2557255	Approve
12. 2557254	Deny
13. 2557221	Deny

Agreed Orders

Case Number

1. 2355518 Telana Breckenridge

Decision

Accept Agreed Order stating Breckenridge is reprimanded for using inappropriate physical force to control a student's behavior. The Board reminds Breckenridge that she was a duty to take reasonable measures to protect the health, safety, and emotional well-being of students. In the future, Breckenridge should be more cognizant of appropriate physical boundaries when disciplining a student.

Prior to March 1, 2026, Breckenridge 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 "Classroom Management" heading.

Any cost for said trainings shall be paid for by Breckenridge. Failure to submit written proof of completion prior to March 1, 2026 will result in Certificate Number 201184045 being administratively suspended until such time as Breckenridge provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201184045, 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, Breckenridge 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 Breckenridge fail to satisfy this condition, Certificate Number 201184045 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Breckenridge 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*

2. 2456104 George Donoghue

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 200702530 is retroactively suspended beginning June 10, 2025 to June 11, 2025. Donoghue 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. Donoghue 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, 2026, Donoghue 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; and

2. A course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Donoghue. Failure to submit written proof of completion prior to February 1, 2026 will result in Certificate Number 200702530 being administratively suspended until such time as Donoghue provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 200702530, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions for two (2) years:

1. During the probationary period, Donoghue 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. Should Donoghue fail to satisfy this condition, Certificate Number 200702530 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

Donoghue 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*

3. 2456329 Gregory Moore

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate number 201131629 is retroactively suspended beginning June 1, 2025 to July 31, 2025. Moore 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. Moore 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.

On or before March 1, 2026, Moore 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 Moore. Failure to do so will result in an administrative suspension of his certificate until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 201131629, 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, Moore 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 Moore fail to satisfy this condition, Certificate Number 201131629 shall be automatically suspended for a period of sixty (60) days and subject to additional sanctions by the Board pursuant to KRS 161.120.
2. If Moore's comprehensive alcohol/substance abuse assessment recommends any treatment, Moore shall submit written progress reports from a consistent licensed counselor on July 1st of each year of his probation, certifying that he is compliant with

all treatment recommendations, until such time as the counselor releases him from treatment. If Moore chooses to change licensed counselors prior to completing the counselor's recommendations, he shall undergo a new comprehensive alcohol/substance abuse assessment to ensure he is compliant with all recommendations of the new counselor to ensure fulfillment of his probation requirements. Failure to do so shall result in an administrative suspension until such condition is satisfied.

Moore 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*

4. 2556896 Zane Hadden

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 201307892 is permanently revoked. Hadden 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*

5. 2556695 Donald Morehead

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate number 201186452 is retroactively suspended beginning June 1, 2025 to July 31, 2025. Morehead 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. Morehead 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, 2026, Morehead shall submit written proof to the Board that he/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; and
2. A course under the “Educator Ethics” heading.

Any cost for said trainings shall be paid for by Morehead. Failure to submit written proof of completion prior to February 1, 2026 will result in Certificate Number 201186452 being administratively suspended until such time as Morehead provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 201186452, 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, Morehead 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 Morehead fail to satisfy this condition, Certificate Number 201186452 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Morehead 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*

6. 2455905 Aaron Anderson

Accept Agreed Order stating Certificate Number 199802287 is permanently revoked. Anderson shall neither apply for,

nor be issued, a teaching, emergency, and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Anderson shall immediately surrender the original and all physical copies of his certificate, by personal delivery or first-class mail, to the Education Professional Standards Board, 300 Sower Blvd., Fifth Floor, Frankfort, KY 40601.

Vote: *Unanimous*

7. 2556707 Valerie Barlow

Accept Agreed Order stating Barlow voluntarily, knowingly, and intelligently surrenders Certificate Number 200111272, 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*

8. 2556731 Krista All

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 70074 is permanently revoked. All agrees to 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*

9. 2456164 Timothy Messer

Accept Agreed Order stating:

- a. Upon acceptance of this agreement by the Board, Certificate Number 199901433 shall be suspended for a period of forty (40) days beginning on June 13th, 2026 and ending on July 22nd, 2026. Messer 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. Messer 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. The Board reprimands Messer for his lack of professional judgment in interactions with a colleague on school property. The Board reminds Messer that a certified educator is a pillar of the community to whom others look as an example of how to live. As an education professional, it is Messer's responsibility to set and maintain appropriate boundaries with all stakeholders.
- c. On or before December 29th, 2025, Messer shall submit written proof to the Board that he has completed the following Board-approved professional development trainings:
 - 1) Three (3) or more hours on the topic of "Appropriate Boundaries." and
 - 2) Six (6) or more hours of training on the topic of Sexual Harassment in the Workplace.

In order for the trainings to fulfill this requirement, Messer shall either select a pre-approved training from the EPSB pre-approved list OR petition the Board for pre-approval of the training by following the process outlined on the final page of the attached list under the heading "One Time Request for Training Approval" (Attachment A). Messer shall pay any expense incurred. Should Messer fail to satisfy any portion of this condition, Certificate Number 199901433 shall be administratively suspended until such condition is satisfied.

- d. Messer has already presented the Board with proof of five (5) hours of training on "Ethics for Education Professionals."
- e. Upon acceptance of this agreement by the Board, Certificate Number 199901433 shall be subject to the following probationary conditions:
 - 1) For a period of two (2) years, Messer 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 Messer fail to satisfy this condition, Certificate 199901433 shall be automatically permanently revoked.

2) For a period of two (2) years, Messer 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 Messer is convicted of, or enters a guilty or no contest plea, to any criminal charge other than a minor traffic violation, he shall submit this information to the Board, in writing, within thirty (30) days. Should Messer fail to satisfy this condition, Certificate 199901433 shall be automatically permanently revoked.

3) As a permanent probationary condition of Certificate Number 199901433, if a school district in the Commonwealth of Kentucky issues any disciplinary action to Messer because Messer used his position for personal gain, engaged in sexual harassment, or engaged an inappropriate relationship, then Certificate Number 199901433 shall be automatically permanently revoked. “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.

- f. Messer 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. McKeehan recused)*

10. 2556743 Bryce Thomas

Accept Agreed Order stating Certificate Number 201311053 shall be suspended for two (2) years from January 1, 2026, to January 1, 2028. Thomas 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. Thomas 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, Thomas 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. Three (3) courses under the “Educator Ethics” heading; and
2. “Anger Management: What it is and how to address it.”

Any cost for said trainings shall be paid for by Thomas. If Thomas fails to satisfy any portion of this condition, Certificate Number 201311053 shall not be reinstated until such condition is satisfied.

Upon reinstatement, Certificate Number 201311053, 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, Thomas 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 Thomas fail to satisfy this condition, Certificate Number 201311053 shall be automatically permanently revoked.

2. As a permanent probationary condition, Thomas 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 Thomas 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 Certificate Number 201311053 being automatically permanently revoked.
3. For a period of five (5) years, Thomas shall submit a copy of his Kentucky State Police or Administrative Office of the Courts background check by July 1st of each year. Any expense required to satisfy this condition shall be paid by Thomas. Failure to comply with this condition will result in Certificate Number 201311053 being automatically suspended until such condition is satisfied.

Thomas 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*

11. 2556845 Kris Kropp

Accept Agreed Order stating upon acceptance of this agreement by the Board, Certificate Number 66146 shall be retroactively suspended for sixty (60) days from June 1, 2025 through July 30, 2025. Kropp 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. Kropp 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.

On or before June 1, 2026, Kropp 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. Two (2) courses under the “Educator Ethics” heading; and
2. A course under the “Appropriate Boundaries” heading.

Any cost for said trainings shall be paid for by Kropp. Failure to submit written proof of completion prior to June 1, 2026, will result in Certificate Number 66146 being administratively suspended until such time as Kropp provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 66146, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions:

1. For a period of three (3) years, Kropp 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 Kropp fail to satisfy this condition, Certificate Number 66146 shall be automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.

2. As a permanent probationary condition of Certificate Number 66146, Kropp shall communicate with students using only school endorsed and school monitored methods of communication. Kropp 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 Kropp fails to satisfy any portion of this condition, Certificate Number 66146 shall be automatically permanently revoked.
3. As a permanent probationary condition of Certificate Number 66146, if a school district in the Commonwealth of Kentucky issues any disciplinary action to Kropp for failing to maintain appropriate student-teacher boundaries or for making an inappropriate sexually related comment, Certificate Number 66146 shall be automatically permanently revoked. "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 or if Kropp resigns in lieu of termination of his employment contract by the school district.

Kropp 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*

12. 2456194 Sarah Steffen
2556858

Accept Agreed Order stating upon acceptance of this Agreement by the Board, Certificate Number 80645 shall be retroactively suspended for sixty (60) days from June 1, 2025, through July 30, 2025. Steffen 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. Steffen 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.

On or before June 1, 2026, Steffen 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 Steffen. Failure to submit written proof of completion prior to June 1, 2026, will result in Certificate Number 80645 being administratively suspended until such time as Steffen provides the written proof.

Upon acceptance of this agreement by the Board, Certificate Number 80645, 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, Steffen 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 Steffen fail to satisfy this condition, Certificate Number 80645 shall be automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.

2. For a period of two (2) years, Steffen shall not handle school or student funds in any capacity. If Steffen fails to satisfy this condition, Certificate Number 80645 shall be automatically permanently revoked.
3. As a permanent probationary condition of Certificate Number 80645, if a school district in the Commonwealth of Kentucky issues any disciplinary action to Steffen for a Redbook violation, Certificate Number 80645 shall be automatically suspended for two (2) years and subject to additional sanctions by the Board pursuant to KRS 161.120. "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 or if Steffen resigns in lieu of termination of her employment contract by the school district.

Steffen 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*

Recommended Order

Case Name

1. 2455954 James Isaac

Decision

Remanding for further proceedings.

Vote: *Unanimous*

2. 2556929 Tony Donigan

Accept the Findings of Fact, accept the Conclusions of Law and accept Recommended Order dismissing Donigan's appeal of EPSB's denial of his application for certification, ruling the EPSB appropriately denied Donigan's application for a Kentucky Certificate, and granting all relief sought in EPSB's charges filed herein on October 22, 2025.

Vote: *Unanimous*

3. 2355643 Joelyn Walley

Accept the Findings of Fact, accept the Conclusions of Law and accept the Recommended Order stating Certificate Number 200217941 shall be suspended for sixty (60) days. Respondent shall not perform any duties in a certified position in the Commonwealth of Kentucky during the suspension period.

Prior to reinstatement after the suspension period, Respondent shall submit written proof to the Board that she has completed a training or course as approved by EPSB on the following topics:

1. Five (5) hours of courses on the topic of “Classroom Management”;
2. Three (3) hours of courses on the topic of “Educator Ethics”; and
3. Three (3) hours on the topic of bullying

In order for the training to fulfill this requirement, Respondent shall petition the Board for pre-approval of the training. Respondent shall pay any expense incurred. If Respondent fails to satisfy any portion of this condition, Certificate Number 200217941 shall not be reinstated until such condition is satisfied.

Upon reinstatement after the suspension period, Certificate Number 200217941, including any and all endorsements, is hereby subject to the following probationary conditions for a period of five (5) years:

1. During the probationary period, Respondent 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 considered a violation of this condition. Should Respondent fail to satisfy this condition, Certificate 200217941 shall be automatically suspended for a period of one (1) year and subject

to additional sanctions by the Board pursuant to KRS 161.120.

Vote: *Unanimous*

4. 2456463 Catherine Armstrong

Accept the Findings of Fact, modify the Conclusions of Law and modify Recommended Order to align with the board decisions.

Vote: *Unanimous*

5. 2456037 Jon Perry

Accept the Findings of Fact, accept the Conclusions of Law and accept Recommended Order stating Certificate Number 201231276 shall be permanently revoked. Respondent shall neither apply for nor be issued a teaching, administrative, or emergency substitute certificate in the Commonwealth of Kentucky for the remainder of his lifetime.

Vote: *Unanimous*

Motion to Reconsider

Case Name

1. 2202119 Kumar Rashad

Decision

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

Vote: *Unanimous*

(Dr. Dinkins, Ms. Gunn and Ms. Mayfield recused)

2. 2556856 Michael Schnurr

Accept Motion to Reconsider and accept revised Agreed Order stating Certificate Number 200210788 shall be suspended for ninety (90) days from June 1, 2026, through August 29, 2026. Schnurr shall not be actively employed in a certified position during the suspension period. Pursuant to KRS 161.120(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 Educational Professional Standards Board. Schnurr 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, Schnurr shall provide written proof to the Board, from a physician or counselor licensed by the Kentucky Medical Board of Licensure (KMBL) and approved by the Board, that he has undergone a comprehensive anger management assessment, and is compliant with all treatment recommendations. The assessment shall occur within the sixty (60) days prior to Schnurr's submission of the evaluation to the Board. Schnurr shall pay any expense incurred. If Schnurr fails to satisfy this condition, Certificate Number 200210788 shall not be reinstated.

Prior to reinstatement, Schnurr 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. Two (2) courses under the "Classroom Management" heading;
2. Two (2) courses under the "Educator Ethics" heading; and
3. "Anger Management: What it is and how to address it."

Any cost for said trainings shall be paid for by Schnurr. If Schnurr fails to satisfy any portion of this condition, Certificate Number 200210788 shall not be reinstated until such condition is satisfied.

Upon acceptance of this agreement by the Board, Certificate Number 200210788, 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, Schnurr 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. Resigning in lieu of termination shall be defined as if the educator resigns after becoming aware that he

is being investigated for misconduct. Should Schnurr fail to satisfy this condition, Certificate Number 200210788 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. For a period of five (5) years, if the evaluating anger management counselor makes any treatment recommendations regarding anger management, Schnurr shall submit written progress reports to the Board on July 1st of 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. Schnurr shall pay any expense incurred. Failure to comply with this condition will result in Schnurr's certificate being automatically suspended until such condition is satisfied.
3. As a permanent probationary condition of Certificate Number 200210788, if a school district in the Commonwealth of Kentucky substantiates that Schnurr used inappropriate physical force, then upon the district's report to EPSB, Certificate Number 200210788 shall be automatically administratively suspended pending (a) review and final disposition by the Board or, should it apply, (b) action consistent with paragraph 4 below.
4. As a permanent probationary condition of Certificate Number 200210788, if a school district in the Commonwealth of Kentucky issues a disciplinary action to Schnurr for use of inappropriate physical force, then Certificate Number 200210788 shall be automatically permanently revoked. "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 or if Schnurr resigns in lieu of termination of his employment contract by the school district.

Schnurr 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*

Motion made by Ms. Lori McKeehan seconded by Ms. Cathy Gunn, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 3:04 p.m.