



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

November 4, 2020

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey *EJM*
State Superintendent of Education

SUBJECT: Report of Certificate Invalidations and Probations

The *Alabama Code*, Section 16-23-5(a)(1975), provides, in part, that “[t]he State Superintendent of Education may revoke any certificate issued under this chapter when the holder has been guilty of immoral conduct or unbecoming or indecent behavior.” Additionally, under the *Alabama Administrative Code*, Rule 290-3-2-.04 (2018), the State Superintendent of Education has the authority to, among other things, “[r]evoke, refuse to issue, suspend, recall, non-renew, or impose any other condition or requirement authorized by this Rule upon a certificate for just cause.” Also, the State Superintendent may suspend the certificate or license of a teacher when, after a reasonable and diligent effort, a notice of proposed action could not be served upon the teacher, *Alabama Administrative Code*, Rule 290-3-2-.04 (2018).

The actions listed below were taken following my previous Report of Certificate Invalidations and Probations. The actions listed should not be construed to mean that for any given person, he or she was necessarily found guilty of any immoral conduct or unbecoming or indecent behavior. For details regarding the actions listed below, please contact the Educator Certification Section.

NAME: ADAIR, TIFFANY DAWN
TCH NUMBER: TDA-0111-1799
DATE OF ORDER/ACTION: OCTOBER 5, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE**

NAME: ANDREWS, DAMEON RAMON
TCH NUMBER: DRA-0039-2330
DATE OF ORDER/ACTION: SEPTEMBER 10, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:
PASS A NEW CRIMINAL HISTORY RECORD CHECK
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
MEET ACADEMIC REQUIREMENTS
LETTER OF REPRIMAND**

NAME: BLACK, WENDELL MERELL
TCH NUMBER: WMB-0083-4208
DATE OF ORDER/ACTION: AUGUST 19, 2020
ORDER/ACTION: **VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE**

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NAME: BROWN, CHELSEY BROOKE BERRYHILL
A.K.A. BERRYHILL, CHELSEY BROOKE
TCH NUMBER: CXB-0108-2322
DATE OF ORDER/ACTION: SEPTEMBER 3, 2020
ORDER/ACTION: **SUSPENDED:** ALABAMA SUBSTITUTE LICENSE
FROM 9/3/2020 THROUGH 9/2/2021

NAME: DALTON, RANIECE MANE CANADY
TCH NUMBER: RCD-0110-7287
DATE OF ORDER/ACTION: SEPTEMBER 25, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR PER YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE

NAME: DORTCH, SARA BETH CRAVEN
A.K.A. CREEL, SARA CRAVEN
TCH NUMBER: SBC-0104-1586
DATE OF ORDER/ACTION: SEPTEMBER 9, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
ATTEND A CLASSROOM MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
SUITABILITY

NAME: FORD, CHERYL JEAN CRAWFORD
TCH NUMBER: CCF-0030-8179
DATE OF ORDER/ACTION: AUGUST 24, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN EMPATHY COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
SUITABILITY

NAME: FOX, TRACI LYNN
TCH NUMBER: TLF-0031-1664
DATE OF ORDER/ACTION: JULY 10, 2020
ORDER/ACTION: **MUST MEET TERM:**
ATTEND A CLASSROOM MANAGEMENT COURSE

NAME: GARDNER, JEREMY
TCH NUMBER: JXG-0117-7133
DATE OF ORDER/ACTION: SEPTEMBER 3, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: GARRETT, WILLIAM EARL
TCH NUMBER: WEG-0079-3976
DATE OF ORDER/ACTION: OCTOBER 5, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: GOLDEN, ANGELA JUNE VICK
TCH NUMBER: AVG-0100-8277
DATE OF ORDER/ACTION: OCTOBER 5, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: HANSARD, CASEY MICHAEL
TCH NUMBER: CMH-0037-7575
DATE OF ORDER/ACTION: AUGUST 26, 2020
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 8/26/2020 THROUGH 12/1/2020
PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 12/2/2020 THROUGH 12/1/2021
MUST MEET ALL TERMS:
COMPLETE NASDTEC BOUNDARIES COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OF REPRIMAND

NAME: HERRING, III, ROBERT MAXWELL
TCH NUMBER: RMH-0040-1726
DATE OF ORDER/ACTION: OCTOBER 8, 2020
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 7/1/2020 THROUGH 6/30/2021
MUST MEET ALL TERMS:
COMPLETE AN ETHICS COURSE
UNDERGO RANDOM DRUG TESTING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF CAUTION

NAME: HORTON, TIMOTHY EDWIN
TCH NUMBER: TEH-0039-9155
DATE OF ORDER/ACTION: AUGUST 24, 2020
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE FROM 8/24/2020 THROUGH 12/31/2020
MUST MEET ALL TERMS:
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: INGALLS, KELLIE LOREN DOZIER
TCH NUMBER: A.K.A. INGALLS, KELLY LOREN
DATE OF ORDER/ACTION: KXI-0105-1776
ORDER/ACTION: OCTOBER 5, 2020
REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE

NAME: JACKSON, CARRIE ANNE BEERBOWER
TCH NUMBER: CBJ-0035-6468
DATE OF ORDER/ACTION: SEPTEMBER 4, 2020
ORDER/ACTION: **REVOKED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: JOHNSON, VINCE LYDELL
TCH NUMBER: VLJ-0031-5664
DATE OF ORDER/ACTION: JULY 16, 2020
ORDER/ACTION: **SUSPENDED:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 7/16/2020 THROUGH 1/15/2021
MUST MEET ALL TERMS:
SUBMIT CHARACTER REFERENCES TO THE ALABAMA STATE DEPARTMENT OF EDUCATION OFFICE OF GENERAL COUNSEL
ATTEND COUNSELING
COMPLETE ONLINE TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: KENNEDY, LANCE ADON
TCH NUMBER: LAK-0038-8105
DATE OF ORDER/ACTION: APRIL 29, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS SUITABILITY

NAME: LEE, NIKISHA SHERRELL
TCH NUMBER: NSH-0036-9843
DATE OF ORDER/ACTION: AUGUST 14, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A CLASSROOM MANAGEMENT COURSE
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
LETTER OF REPRIMAND

NAME: LEE, TERA LADALE JUNKIN
TCH NUMBER: TJL-0037-4589
DATE OF ORDER/ACTION: SEPTEMBER 4, 2020
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE A CLASSROOM MANAGEMENT COURSE
LETTER OF REPRIMAND

NAME: LOUALLEN, JOSHUA DALE
TCH NUMBER: JDL-0037-0535
DATE OF ORDER/ACTION: AUGUST 17, 2020
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 8/17/2020 THROUGH 2/16/2021
MUST MEET ALL TERMS:
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE A PRE-APPROVED SEXUAL HARASSMENT PREVENTION COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND

NAME: LOVELESS, RHONDA GAIL BLACK
TCH NUMBER: RBL-0032-1703
DATE OF ORDER/ACTION: SEPTEMBER 29, 2020
ORDER/ACTION: **LETTER OF CAUTION**

NAME: MARTIN, ASHLEY GRANTHAM
TCH NUMBER: AGK-0038-6249
DATE OF ORDER/ACTION: AUGUST 31, 2020
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE AN ONLINE CLASSROOM MANGEMENT COURSE

NAME: MOORE, WENDY JO PALAZZI
TCH NUMBER: WJM-0103-5194
DATE OF ORDER/ACTION: AUGUST 24, 2020
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE AN ETHICS CLASS

NAME: PEW, CRYSTAL LASHELL
TCH NUMBER: CLP-0100-3204
DATE OF ORDER/ACTION: SEPTEMBER 1, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A CLASSROOM MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES

NAME: SMALLEY, SR., MATTHEW BRIAN
TCH NUMBER: MBS-0101-1650
DATE OF ORDER/ACTION: OCTOBER 5, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: STEPHENS, ALLISON MARIE WILLIN
TCH NUMBER: AXS-0110-4549
DATE OF ORDER/ACTION: SEPTEMBER 3, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: STROTHER, MILTON EUGENE
TCH NUMBER: MES-0117-9939
DATE OF ORDER/ACTION: SEPTEMBER 3, 2020
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE AN ETHICS COURSE

NAME: WHITE, LESLIE MICHELLE JONES
TCH NUMBER: LMJ-0039-6457
DATE OF ORDER/ACTION: SEPTEMBER 24, 2020
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATE
AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

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NAME: YOUNG, KENNETH PAUL
TCH NUMBER: KPY-0080-4420
DATE OF ORDER/ACTION: AUGUST 24, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE EDUCATOR ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

EGM:SHC:KB

Enclosure: *The Requirement to Report Misconduct*

cc: Private School Administrators
Deans of Colleges of Education
Dr. Daniel Boyd
Dr. Jayne A. Meyer
Mr. J. Jason Swann
Mrs. Shavon H. Cummings

FY21-2024



The Requirement to Report Misconduct

Each superintendent shall submit to the Alabama State Superintendent of Education within ten calendar days of the decision, the name and social security number of each employee holding an Alabama certificate or license who is terminated, or non-renewed, resigns, or is placed on administrative leave for cause, and shall indicate the reason for such action. Superintendents shall provide personnel records and all investigative information immediately upon request by the Alabama State Superintendent of Education. Superintendents shall not be required to report teachers who are non-renewed without cause. Failure to comply may result in disciplinary action against the employing superintendent.

Ala. Admin. Code r. 290-3-2-.04(2)

Events That Trigger a Requirement to Report

- Employment is terminated for cause
- Contract is non-renewed for cause
- Resignation is received "for cause" (under suspicious circumstances)
- Placement on administrative leave for cause

Examples of Misconduct Requiring a Report

- Allegations of sexual contact or a sexual relationship between a teacher and a child or student. This includes, but is not limited to, rape, sodomy, dating, explicit text messages, "sexting," inappropriate intimate contact, possession of child pornography, or professions of romantic love.
- Allegations of the maltreatment of a child or student. This includes, but is not limited to, child abuse, child neglect, beating a student, choking a student, slapping a student, throwing a drink or food into a student's face, or humiliating a student.
- Allegations of illegal drug use, sale, distribution, or manufacture by a teacher. This includes, but is not limited to, public intoxication especially at school, the use of marijuana especially if by a bus driver, the illegal distribution of any drug, the illegal manufacturing of any drug, or the abuse of prescription drugs.
- Allegations of property crimes. This includes, but is not limited to, stealing from a school system, misusing public or student money, or using public resources or positions for private gain.
- Allegations of cheating on standardized student assessments. This includes, but is not limited to, violating any testing rule established by the Alabama State Department of Education.
- Allegations of falsifying or manipulating student data. This includes, but is not limited to, falsifying attendance records, transcripts, or grades.
- Allegations of falsifying professional qualifications or important documents.
- Allegations of the harassment of colleagues.

Reports should be mailed to:
Mr. Corey Martin, Assistant Coordinator Background Review
Alabama State Department of Education
Office of Teaching and Leading
Educator Certification Section
P.O. Box 302101
Montgomery, AL 36130-2101

Additional questions may be directed to the Educator Certification Section at (334) 694-4557.