



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION




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

September 8, 2021

**MEMORANDUM**

**TO:** City and County Superintendents of Education

**FROM:** Eric G. Mackey   
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:** BARNES, BENJAMIN DAVID  
**TCH NUMBER:** BDB-0111-4653  
**DATE OF ORDER/ACTION:** MAY 19, 2021  
**ORDER/ACTION:** **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

**NAME:** BEARDEN, ADAM GREGORY  
**TCH NUMBER:** BXA-0101-1162  
**DATE OF ORDER/ACTION:** MAY 11, 2021  
**ORDER/ACTION:** **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

**NAME:** BELCHER, KIMBERLY DUPREE  
**TCH NUMBER:** KDB-0037-1015  
**DATE OF ORDER/ACTION:** MAY 19, 2021  
**ORDER/ACTION:** **MUST MEET TERM:**  
UNDERGO RANDOM ALCOHOL TESTING AT THE RATE OF FOUR PER YEAR

**NAME:** BROOKS, KAREN LAVON WRIGHT  
**TCH NUMBER:** KLB-0083-7786  
**DATE OF ORDER/ACTION:** MAY 24, 2021  
**ORDER/ACTION:** **PERMANENT SUSPENSION:** ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE

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State Board  
of Education

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President Pro Tem

Eric G. Mackey, Ed.D.  
Secretary and  
Executive Officer

NAME: CLEMENTS, TODD BROWNING  
TCH NUMBER: TBC-0038-6252  
DATE OF ORDER/ACTION: MAY 10, 2021  
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 2/1/2021 THROUGH 4/30/2021  
**PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 5/1/2021 THROUGH 4/30/2023  
**MUST MEET ALL TERMS:**  
COMPLETE ETS'S PRO ETHICA CLASS OR THE NASDTEC PREVENTION AND CORRECTION COURSE  
COMPLETE TEACH FOR THE HEART OR A SIMILAR CLASS  
COMPLETE PRE-APPROVED CLASS FOCUSED ON RACIAL ISSUES  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: FISK, SARAH ANN  
TCH NUMBER: SXF-0115-6448  
DATE OF ORDER/ACTION: MAY 7, 2021  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: GREEN, LARVELL  
TCH NUMBER: LXG-0118-1770  
DATE OF ORDER/ACTION: MAY 4, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: GUDGER, JOSEPH  
TCH NUMBER: JDG-0103-2067  
DATE OF ORDER/ACTION: MAY 21, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: HART, WILLIE DONNELL  
A.K.A. HART, WILLIE DONNEL  
TCH NUMBER: WDH-0036-0868  
DATE OF ORDER/ACTION: MAY 19, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
UNDERGO RANDOM ALCOHOL TESTING AT THE RATE OF FOUR PER YEAR FOR ONE YEAR  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: HIGHTOWER, KERRY LAVOR  
TCH NUMBER: KXH-0117-3967  
DATE OF ORDER/ACTION: MAY 21, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE THE REQUIREMENTS SET OUT IN THE SENTENCING ORDER ENTERED BY THE DISTRICT COURT OF MONTGOMERY COUNTY, ALABAMA SPECIFICALLY, CONSISTENTLY ATTEND AND COMPLETE THE EVEN PROGRAM; PAY FINES AND COSTS; NOT HARASS, THREATEN, ANNOY OR BE INVOLVED IN ANY VIOLENT BEHAVIOR TOWARD THE VICTIM OR ANY OTHER PERSON; AND NOT BE ARRESTED ON ANY CRIMINAL CHARGE

NAME: HOWARD, JERMAINE MARQUAI  
TCH NUMBER: JMH-0100-0240  
DATE OF ORDER/ACTION: APRIL 29, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: MARTIN, JOHN THOMAS  
TCH NUMBER: JXM-0112-2355  
DATE OF ORDER/ACTION: MAY 21, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA BUS DRIVER CERTIFICATE

NAME: MCCAGHREN, EMMA SHEALY  
TCH NUMBER: ERS-0116-7560  
DATE OF ORDER/ACTION: APRIL 27, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE A CULTURAL SENSITIVITY COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

NAME: MILLER, BRUCE  
TCH NUMBER: BEM-0073-4665  
DATE OF ORDER/ACTION: AUGUST 3, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE AN EDUCATOR ETHICS COURSE  
COMPLETE A CLASSROOM MANAGEMENT COURSE  
**LETTER OF REPRIMAND**

NAME: SANDERS, ANTHONY CRAIG  
TCH NUMBER: ACS-0107-0494  
DATE OF ORDER/ACTION: MAY 28, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE A COURSE ON TEACHER/STUDENT BOUNDARIES  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: SANKS, PATRONYA VOSHA  
TCH NUMBER: PXS-0113-9660  
DATE OF ORDER/ACTION: MAY 4, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: SISK, THOMAS MICHAEL  
TCH NUMBER: TMS-0032-9206  
DATE OF ORDER/ACTION: MAY 24, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: SMERAGLIA, CASEY ANDREW  
TCH NUMBER: CAS-0106-6863  
DATE OF ORDER/ACTION: MAY 27, 2021  
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/1/2021 THROUGH 2/29/2024  
**PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 3/1/2024 THROUGH 2/28/2026  
**MUST MEET ALL TERMS:**  
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE  
COMPLETE AN ETHICS COURSE  
SUBMIT NEW FINGERPRINTS FOR A NEW FINGERPRINT-BASED CRIMINAL HISTORY CHECK WITHIN 30 DAYS OF THE END OF SUSPENSION  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE

**LETTER OF REPRIMAND**  
NAME: SMITH, MARLON GERALD  
TCH NUMBER: MGS-0118-8742  
DATE OF ORDER/ACTION: APRIL 19, 2021  
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 HIS  
SUITABILITY

NAME: STEINMAN, ASHLEE ELIZABETH ROBINSON  
TCH NUMBER: AER-0102-0702  
DATE OF ORDER/ACTION: MAY 14, 2021  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROESSIONAL EDUCATOR  
CERTIFICATES

NAME: STIDHAM, TERRY LANDON  
TCH NUMBER: TLS-0118-5317  
DATE OF ORDER/ACTION: MAY 4, 2021  
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: SURRET, JAMES GRANGER  
TCH NUMBER: JGS-0109-6862  
DATE OF ORDER/ACTION: MAY 25, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA  
PROFESSIONAL EDUCATOR CERTIFICATE

NAME: TAYLOR, STEPHANIE RILEY  
TCH NUMBER: SRC-0034-8319  
DATE OF ORDER/ACTION: JUNE 3, 2021  
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE  
FROM 6/3/2021 THROUGH 12/2/2021  
**MUST MEET TERM:**  
COMPLETE A CLASSROOM MANAGEMENT COURSE

NAME: WADLEY, JAMISON RICHARD  
TCH NUMBER: JRW-0100-6670  
DATE OF ORDER/ACTION: MAY 19, 2021  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE THE PROETHICA EDUCATOR COURSE  
AGREES TO HAVE SCHOOL SYSTEM'S HUMAN RESOURCES OFFICE  
OR PRINCIPAL SUBMIT PERSONNEL RECORDS AT THE END OF EACH  
SEMESTER OF HIS EMPLOYMENT UNTIL THE END OF JUNE 2022  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
CERTIFICATES  
**LETTER OF CAUTION**

NAME: WHITMIRE, JR., THEODORE DEVONNE  
TCH NUMBER: TDW-0110-9741  
DATE OF ORDER/ACTION: JUNE 8, 2021  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA  
PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA SUBSTITUTE  
LICENSE

NAME: WILLIAMS, MARY MINNIEFIELD  
TCH NUMBER: MMW-0104-6949  
DATE OF ORDER/ACTION: MAY 4, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: WILSON, ABBY LEIGH TERRY  
TCH NUMBER: AXW-0118-5932  
DATE OF ORDER/ACTION: APRIL 29, 2021  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA SUBSTITUTE LICENSE

NAME: WISE, RODNEY JEROME  
TCH NUMBER: RJW-0080-6624  
DATE OF ORDER/ACTION: APRIL 28, 2021  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: WITHERS, KIA  
TCH NUMBER: KXW-0118-7860  
DATE OF ORDER/ACTION: MAY 19, 2021  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: WRIGHT, STACY MICHELLE HOPSON  
TCH NUMBER: SXW-0118-8222  
DATE OF ORDER/ACTION: JUNE 9, 2021  
ORDER/ACTION: **VOLUNTARY WITHDRAWAL:** ALABAMA SUBSTITUTE LICENSE APPLICATION

EGM:SHC:KB

Enclosure: *The Requirement to Report Misconduct*

cc: Private School Administrators  
Deans of Colleges of Education  
Mrs. Angela Martin  
Dr. Jayne A. Meyer  
Mr. J. Jason Swann  
Ms. Shavon Harris

**FY21-2113**

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## **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.