



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

May 11, 2022

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey *EGM*
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: ADAMS, ANTHONY STUART
ALSDE ID: ASA-0033-4879
DATE OF ORDER/ACTION: DECEMBER 10, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: ASHMORE, WINFORD
ALSDE ID: WXA-0029-9131
DATE OF ORDER/ACTION: JANUARY 13, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A CUSTOMIZED BOUNDARIES COURSE
PROVIDE CHARACTER LETTERS TO THE ALABAMA STATE DEPARTMENT OF EDUCATION'S OFFICE OF GENERAL COUNSEL
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

Alabama
State Board
of Education

Governor Kay Ivey
President

Jackie Zeigler
District I

Tracie West
District II

Stephanie Bell
District III

Yvette M. Richardson, Ed.D.
District IV
Vice President

Tonya S. Chestnut, Ed.D.
District V

Cynthia McCarty, Ph.D.
District VI

Belinda McRae
District VII

Wayne Reynolds, Ed.D.
District VIII
President Pro Tem

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

NAME: BAUGH, JENNIFER MASTERS
ALSDE ID: JMB-0082-6583
DATE OF ORDER/ACTION: JANUARY 31, 2022
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: BUGG, HEATHER BRATCHER
ALSDE ID: HRB-0039-2666
DATE OF ORDER/ACTION: JANUARY 19, 2022
ORDER/ACTION: **SUSPENDED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 6/30/2020 THROUGH 6/29/2021
MUST MEET ALL TERMS:
SUBMIT A LETTER FROM PRINCIPAL OR PERSONNEL RECORDS AT THE END OF THE 2021- 2022 SCHOOL YEAR
COMPLETE NASDTEC TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OF REPRIMAND

NAME: COLLIER, PATRICA GAIL BUSH
ALSDE ID: PBC-0031-3779
DATE OF ORDER/ACTION: JANUARY 19, 2022
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 1/1/2022 THROUGH 12/31/2023
MUST MEET ALL TERMS:
PROVIDE A LETTER OR A COPY OF CURRENT PERSONNEL RECORDS, TO INCLUDE HER WORK PERFORMANCE AND EMPLOYMENT STATUS, FROM THE PRINCIPAL OR OTHER SUPERVISOR, BEGINNING SPRING 2022 SEMESTER
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE PRE-TRIAL DIVERSION PROGRAM IN MADISON COUNTY CIRCUIT COURT AND PROVIDE DOCUMENTATION OF THE COMPLETION
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OF REPRIMAND

NAME: DANIEL, KEISHA EVONN
ALSDE ID: KED-0105-7681
DATE OF ORDER/ACTION: FEBRUARY 9, 2022
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA SUBSTITUTE LICENSE

NAME: DAVENPORT, COURTNEY LOVELL
ALSDE ID: CLD-0085-7038
DATE OF ORDER/ACTION: DECEMBER 9, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: EILEEN, GERI WRIGHT
A.K.A. MCNEAL, GERI
ALSDE ID: GWE-0085-3903
DATE OF ORDER/ACTION: JANUARY 14, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR PER YEAR
COMMIT NO ACTION OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: FORD, NORA
ALSDE ID: NHF-0073-6854
DATE OF ORDER/ACTION: FEBRUARY 17, 2022
ORDER/ACTION: **LETTER OF REPRIMAND**

NAME: GLEATON, KERRY EDWARD
ALSDE ID: KEG-0036-5418
DATE OF ORDER/ACTION: FEBRUARY 26, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO RANDOM QUARTERLY BLOOD ALCOHOL TESTING FOR ONE YEAR
PROVIDE DOCUMENTATION REGARDING MEDICAL CONDITION
COMMIT NO ACTION OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: HAGGARD, JASON
ALSDE ID: JXH-0119-8064
DATE OF ORDER/ACTION: DECEMBER 9, 2021
ORDER/ACTION: **DENIED: ALABAMA BUS DRIVER CERTIFICATE**

NAME: HOLLADAY, III, WILLIAM LEE
ALSDE ID: WLH-0029-3458
DATE OF ORDER/ACTION: DECEMBER 17, 2021
ORDER/ACTION: **VOLUNTARY SURRENDER: ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES**

NAME: JOHNSON, JAMAAL
ALSDE ID: JXJ-0119-7153
DATE OF ORDER/ACTION: FEBRUARY 11, 2022
ORDER/ACTION: **DENIED: ALABAMA BUS DRIVER CERTIFICATE**

NAME: JORDAN, MICHAEL DEWAYNE
ALSDE ID: MDJ-0036-4741
DATE OF ORDER/ACTION: FEBRUARY 28, 2022
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE A CLASSROOM MANAGEMENT COURSE
LETTER OF CAUTION

NAME: KIRK, VERONICA R.
ALSDE ID: VRK-0035-4551
DATE OF ORDER/ACTION: JANUARY 3, 2022
ORDER/ACTION: **PROBATION: ALABAMA EMERGENCY CERTIFICATE FROM 1/3/2022 THROUGH 1/2/2023**
MUST MEET ALL TERMS:
COMPLETE ALABAMA ETHICS COMMISSION ETHICS TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: LIGHTSEY, KAYLA BRIANA SMITH
ALSDE ID: KSL-0039-5646
DATE OF ORDER/ACTION: JANUARY 27, 2022
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 HER CERTIFICATES
LETTER OF REPRIMAND

NAME: LINDSEY, STEPHEN MARK
ALSDE ID: SML-0120-1675
DATE OF ORDER/ACTION: FEBRUARY 4, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO RANDOM ALCOHOL TESTING AT A RATE OF FOUR PER YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

NAME: MARSHALL, SR., WAYNE MORRIS
ALSDE ID: WXM-0113-4649
DATE OF ORDER/ACTION: FEBRUARY 18, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA EMERGENCY CERTIFICATE
AND ALABAMA SUBSTITUTE LICENSE

NAME: MCCOY, ERIKA BELLE HARDY
ALSDE ID: EHM-0100-7593
DATE OF ORDER/ACTION: DECEMBER 14, 2021
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTICATES AND ALABAMA
PROFESSIONAL EDUCATOR CERTIFICATE
FROM 12/14/2021 THROUGH 12/13/2022
MUST MEET TERM:
COMPLETE MANDATORY REPORTING AND SEXUAL HARASSMENT
TRAINING

NAME: MCKENNEY, MICHAEL ALFONZO
ALSDE ID: MXM-0115-8074
DATE OF ORDER/ACTION: FEBRUARY 25, 2022
ORDER/ACTION: **PROBATION:**ALABAMA SUBSTITUTE LICENSE
FROM 2/25/2022 THROUGH 2/24/2023, TO RUN CONCURRENTLY WITH
PROBATION IN CRIMINAL CASE

NAME: MCKNIGHT, MICHELLE MARLANE FAULK
ALSDE ID: MFM-0034-5636
DATE OF ORDER/ACTION: JANUARY 18, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO DRUG TESTING AT THE RATE OF UP TO THREE TESTS
DURING THE NEXT SIX-MONTHS, TO END BY JUNE 30, 2022
WORK WITH CURRENT EMPLOYER TO ENSURE AT LEAST THREE DRUG
TESTS ARE GIVEN BY THE END OF JUNE 30, 2022
LETTER OF CAUTION

NAME: PEAKE, ANTWANA NATHAN
ALSDE ID: ANP-0108-4670
DATE OF ORDER/ACTION: JANUARY 19, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
PROVIDE THE ALABAMA STATE DEPARTMENT OF EDUCATION
DEPARTMENT'S OFFICE OF GENERAL COUNSEL A FITNESS OF DUTY
LETTER, FROM A MENTAL HEALTH PROFESSIONAL, VERIFYING
NO LONGER IN DANGER TO STUDENTS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
LICENSE

NAME: PRYOR, HOLLY ADELINE
ALSDE ID: HAM-0028-6934
DATE OF ORDER/ACTION: JANUARY 9, 2022
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: RICHARDSON, II, JOHNNIE L.
ALSDE ID: JXR-0109-3201
DATE OF ORDER/ACTION: MARCH 2, 2022
ORDER/ACTION: **REVOKED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA
JROTC CERTIFICATE

NAME: RIVERS, ARTHUR LEE
ALSDE ID: ALR-0119-9591
DATE OF ORDER/ACTION: DECEMBER 29, 2021
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: STEPHENS, OLIVIA L.
ALSDE ID: OLS-0039-8342
DATE OF ORDER/ACTION: JANUARY 4, 2022
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE AN ANGER MANAGEMENT OR CLASSROOM MANAGEMENT
COURSE
LETTER OF CAUTION

NAME: TAPIA, SHANNON MARIE SPEARS
ALSDE ID: SSL-0102-3025
DATE OF ORDER/ACTION: DECEMBER 8, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: WILKINSON, TIMOTHY RYAN
ALSDE ID: TRW-0035-0562
DATE OF ORDER/ACTION: FEBRUARY 4, 2022
ORDER/ACTION: **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 CAUTION

NAME: WINDHAM, JAKARRA LAMAMIA
ALSDE ID: JXW-0119-2345
DATE OF ORDER/ACTION: FEBRUARY 18, 2022
ORDER/ACTION: **DENIED:** ADMISSION TO ALABAMA TEACHER EDUCATOR PROGRAM

NAME: ZELLERS, II, CHARLES
ALSDE ID: CXZ-0120-2403
DATE OF ORDER/ACTION: FEBRUARY 9, 2022
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

EGM:SYH:KB

Enclosure: *The Requirement to Report Misconduct*

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



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.