



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

September 12, 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.

<p>NAME: ALSDE ID: DATE OF ORDER/ACTION: ORDER/ACTION:</p>	<p>ATCHLEY, KATHERINE DOMENICA THOMAS KTA-0035-2335 MARCH 18, 2022 MUST MEET ALL TERMS: ALLOW CERTIFICATION TO EXPIRE COMPLETING A PRE-APPROVED CLASS COMPLETE A PRE-APPROVED CLASS BEFORE ANY APPLICATION FOR RENEWAL OR REINSTATEMENT LETTER OF REPRIMAND</p>
<p>NAME: ALSDE ID: DATE OF ORDER/ACTION: ORDER/ACTION:</p>	<p>BALAZIK, BRIAN EDWIN BEB-0039-7546 APRIL 12, 2022 REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES</p>

- Alabama State Board of Education
- Governor Kay Ivey
President
- Jackie Zeigler
District I
- Tracie West
District II
President Pro Tem
- Stephanie Bell
District III
- Yvette M. Richardson, Ed.D.
District IV
- Tonya S. Chestnut, Ed.D.
District V
- Cynthia McCarty, Ph.D.
District VI
- Belinda McRae
District VII
- Wayne Reynolds, Ed.D.
District VIII
Vice President
- Eric G. Mackey, Ed.D.
Secretary and Executive Officer

NAME: BENEFIELD, DOUGLAS ALEXANDER
ALSDE ID: DAB-0035-4674
DATE OF ORDER/ACTION: MARCH 14, 2022
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 1/1/2022 THROUGH 12/31/2022
MUST MEET ALL TERMS:
PROVIDE A STATEMENT FROM PRINCIPAL AT THE END OF EVERY SEMESTER OF PROBATIONARY PERIOD TO ADDRESS RESPONDENT'S PERFORMANCE
UNDERGO DRUG TESTING AT THE RATE OF UP TO FOUR PER YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES
LETTER OF REPRIMAND

NAME: BETTIS, TASARIA RAJUN
ALSDE ID: TRB-0038-7545
DATE OF ORDER/ACTION: MARCH 29, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: CLARK, RUSSELL RUSTY
A.K.A. CLARK, CLYDE RUSSEL
ALSDE ID: RRC-0033-0234
DATE OF ORDER/ACTION: MARCH 29, 2022
ORDER/ACTION: **PROBATION:** ALABAMA BUS DRIVER CERTIFICATE FROM 3/29/2022 THROUGH 9/28/2022
MUST MEET TERM:
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE
LETTER OF REPRIMAND

NAME: DAUGHTRY, JONATHAN ELLIS
ALSDE ID: JED-0040-1855
DATE OF ORDER/ACTION: MARCH 22, 2022
ORDER/ACTION: **PROBATION:** SUITABILITY FROM 3/22/2022 THROUGH 6/30/2024
MUST MEET ALL TERMS:
SUBMIT PERSONNEL RECORDS OR REPORT FROM ASSIGNED PRINCIPAL WITHIN TWO WEEKS OF THE END OF EVERY SEMESTER
NOT APPLY FOR A TEACHING POSITION THAT BEGINS BEFORE JUNE 30, 2023
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE PROFESSIONAL BOUNDARIES, ETHICS, AND PROFESSIONALISM IN EDUCATION COURSE FROM PBI EDUCATION
COMPLETE A FITNESS FOR DUTY EVALUATION BY A LICENSED PROFESSIONAL
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS SUITABILITY
LETTER OF REPRIMAND

NAME: DAVIS, JUANITA
ALSDE ID: JXD-0118-8692
DATE OF ORDER/ACTION: MARCH 30, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: FERGUSON, ANESSA DAWN
A.K.A. OLIVE, ANESSA DAWN FERGUSON
ALSDE ID: ADF-0036-1337
DATE OF ORDER/ACTION: NOVEMBER 3, 2017
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

NAME: FOUNTAIN, LESLIE MARIE COBB
ALSDE ID: LXF-0120-6723
DATE OF ORDER/ACTION: MARCH 21, 2022
ORDER/ACTION: **PROBATION:** ALABAMA EMERGENCY CERTIFICATE
FROM 3/21/2022 THROUGH 11/20/2023
COMPLETE ALABAMA ETHICS TRAINING VIDEO
COMPLETE ALL THE REQUIREMENTS IN CRIMINAL CASE

NAME: HAERTL, BROOKE RAY
ALSDE ID: BXH-0121-4384
DATE OF ORDER/ACTION: MARCH 22, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
UNDERGO RANDOM ALCOHOL 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: HENDERSON, RONALD ARTHUR
ALSDE ID: RAH-0101-5143
DATE OF ORDER/ACTION: APRIL 13, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE MONITORING PROGRAM WITH CALHOUN COUNTY
SCHOOLS, INCLUDING UNDERGOING DRUG TESTING FOR THE NEXT TWO
YEARS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATES

NAME: HOMAN, STEPHANIE DAWN ENSOR
ALSDE ID: SEH-0029-8085
DATE OF ORDER/ACTION: APRIL 5, 2022
ORDER/ACTION: **CAUTIONARY LETTER**

NAME: LOCKETT, JR., JOHNNY DARANTE
ALSDE ID: JXL-0110-9033
DATE OF ORDER/ACTION: APRIL 15, 2022
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: LOVE, DAVID
ALSDE ID: DXL-0120-9182
DATE OF ORDER/ACTION: MARCH 30, 2022
ORDER/ACTION: **DENIED:** ALABAMA EMERGENCY CERTIFICATE

NAME: MASON, JOHN JOSEPH
ALSDE ID: JJM-0088-9380
DATE OF ORDER/ACTION: MARCH 23, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

NAME: MIXON, TODD DAVID
ALSDE ID: TDM-0032-6201
DATE OF ORDER/ACTION: MARCH 28, 2022
ORDER/ACTION: **REVOKED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: NALL, CHASSIDY DAWN
ALSDE ID: CDN-0100-4698
DATE OF ORDER/ACTION: MARCH 22, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: OLIVER, CHRISTOPHER CHACE
ALSDE ID: CCO-0120-3265
DATE OF ORDER/ACTION: MARCH 21, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
SUBMIT EMPLOYMENT STATUS UPDATES TO ALSDE EVERY THREE MONTHS UNTIL THE END OF DECEMBER 2022, STARTING ON APRIL 1, 2022
LETTER OF REPRIMAND

NAME: PALMER, NAKIA
ALSDE ID: NXC-0082-6489
DATE OF ORDER/ACTION: MARCH 18, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
SUBMIT STATUS UPDATES REGARDING CRIMINAL CASE AND ANY REQUIRED RESTITUTION PAYMENTS EVERY THREE MONTHS UNTIL THE COMPLETION OF CRIMINAL CASE AND REQUIRED RESTITUTION PAYMENTS
COMPLETE THE STATE EMPLOYEES' ETHICS TRAINING COURSE
LETTER OF REPRIMAND

NAME: RABINOWITZ, NATASHA MISHALLE MCCLANE
ALSDE ID: NXR-0118-3277
DATE OF ORDER/ACTION: APRIL 13, 2022
ORDER/ACTION: **MUST MEET TERM ALL TERMS:**
COMPLETE TWO IRIS CLASSROOM MANAGEMENT COURSES FROM VANDERBILT UNIVERSITY
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE
LETTER OF REPRIMAND

NAME: REESE, TIARA
ALSDE ID: TXR-0121-6473
DATE OF ORDER/ACTION: MARCH 31, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
PROVIDE CHARACTER REFERENCE LETTERS TO THE ALABAMA STATE DEPARTMENT OF EDUCATION'S OFFICE OF GENERAL COUNSEL
COMPLETE TERMS OF CRIMINAL CASE
COMPLETE AN ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY

NAME: SLEDGE, MELINDA FAY CARR
ALSDE ID: MCS-0086-3734
DATE OF ORDER/ACTION: MARCH 29, 2022
ORDER/ACTION: **PROBATION:** ALABAMA BUS DRIVER CERTIFICATE
FROM 3/29/2022 THROUGH 6/30/2022
MUST MEET ALL TERMS:
AUDIT THE NEW BUS DRIVER TRAINING CLASS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE
LETTER OF REPRIMAND

NAME: TAYLOR, LEMADRIE MONIQUE JACKSON
ALSDE ID: LMT-0038-2049
DATE OF ORDER/ACTION: MARCH 21, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE THREE MUTUALLY AGREEABLE PROFESSIONAL
DEVELOPMENT COURSES IN CLASSROOM MANAGEMENT, INCLUDING THE
ALSDE'S EDU 4422 (CLASSROOM MANAGEMENT IN THE 21ST CENTURY),
TO BE COMPLETED BY DECEMBER 31, 2022 UNLESS, FOR GOOD CAUSE,
AN EXTENSION IS GRANTED IN WRITING BY ALABAMA STATE
DEPARTMENT OF EDUCATION OFFICE OF GENERAL COUNSEL
AT THE END OF THE NEXT THREE SEMESTERS SUBMIT A COPY OF
PERSONNEL FILE TO THE DEPARTMENT (TO DOCUMENT SATISFACTORY
EMPLOYMENT) OR A LETTER FROM CURRENT PRINCIPAL WHICH
EXPLAINS CURRENT EMPLOYMENT STATUS AND IF THERE WAS ANY
DISCIPLINARY ACTION PROPOSED OR, INCLUSIVELY, IMPOSED DURING
THE SEMESTER
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE
LETTER OF CAUTION

NAME: TIDWELL, ASHTON ALANA
ALSDE ID: AXT-0107-8829
DATE OF ORDER/ACTION: MARCH 15, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: WALKER, ARLAND RAY
ALSDE ID: ARW-0120-3253
DATE OF ORDER/ACTION: MARCH 23, 2022
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: WILLIAMS, KENNETH AUGUSTUS
ALSDE ID: KAW-0034-2923
DATE OF ORDER/ACTION: MARCH 14, 2022
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
FROM 3/1/2022 THROUGH 10/31/2022
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
ALABAMA CERTIFICATE
LETTER OF CAUTION

NAME: WRIGHT, JR., LEVI
ALSDE ID: LXW-0032-6743
DATE OF ORDER/ACTION: APRIL 15, 2022
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE**

NAME: WYNN, JONATHAN K.
ALSDE ID: JXW-0118-8479
DATE OF ORDER/ACTION: MARCH 28, 2022
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: 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

FY22-2097



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.