



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

February 9, 2023

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: BAUGH, SCOTTY BERLIN
ALSDE ID: SBB-0039-8985
DATE OF ORDER/ACTION: DECEMBER 5, 2022
ORDER/ACTION: **REVOKED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES, ALABAMA BUS DRIVER CERTIFICATE, AND ALABAMA COURSE PERMIT

NAME: BELL, RAHMAN K.
ALSDE ID: RKB-0036-4877
DATE OF ORDER/ACTION: AUGUST 31, 2022
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE FROM 8/31/2022 THROUGH 12/31/2022
MUST MEET ALL TERMS:
COMPLETE TWO COURSES IN ADMINISTRATIVE MANAGEMENT AND SEXUAL HARASSMENT
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
President Pro Tem

Stephanie Bell
District III

Yvette M. Richardson, Ed.D.
District IV

Tonya S. Chestnut, Ed.D.
District V

Marie Manning
District VI

Belinda McRae
District VII

Wayne Reynolds, Ed.D.
District VIII
Vice President

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

NAME: BROWN, KENNETH LEE
ALSDE ID: KLB-0101-3934
DATE OF ORDER/ACTION: AUGUST 23, 2022
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTIFICATE, ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE, AND ALABAMA BUS DRIVER CERTIFICATE
FROM 8/11/2022 THROUGH 12/20/2022
MUST MEET ALL TERMS:
COMPLETE AN ETHICS 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: CARTER, JR., WILLIAM RICHARD
ALSDE ID: WRC-0035-3777
DATE OF ORDER/ACTION: SEPTEMBER 2, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: CHATMAN, PAIGE
ALSDE ID: PXC-0122-5617
DATE OF ORDER/ACTION: NOVEMBER 12, 2022
ORDER/ACTION: **MUST MEET TERM:**
UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR PER YEAR
LETTER OF REPRIMAND

NAME: DANIEL, SAMUEL EDWARD
ALSDE ID: SED-0031-1233
DATE OF ORDER/ACTION: SEPTEMBER 2, 2022
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 1/4/2022 THROUGH 1/3/2023
MUST MEET ALL TERMS:
COMPLETE A 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
LETTER OF REPRIMAND

NAME: EDWARDS, SR., WILLIAM CHARLES
ALSDE ID: WCE-0039-9149
DATE OF ORDER/ACTION: NOVEMBER 29, 2022
ORDER/ACTION: **LETTER OF CAUTION**

NAME: GARRARD, LESLIE
ALSDE ID: LXG-0106-3265
DATE OF ORDER/ACTION: SEPTEMBER 12, 2022
ORDER/ACTION: **REVOKED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA BUS DRIVER CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: HAWKINS, JR., BILLY JAMES
ALSDE ID: BJH-0121-3443
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA BUS DRIVER CERTIFICATE

NAME: HAYNES, JAMES CLAYTON
ALSDE ID: JCH-0036-2068
DATE OF ORDER/ACTION: NOVEMBER 29, 2022
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 11/29/2022 THROUGH 5/28/2023
MUST MEET ALL TERMS:
COMPLETE SEXUAL HARASSMENT PREVENTION 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: HEMPSTEAD, MEGAN ELIZABETH DEER
ALSDE ID: MED-0038-9614
DATE OF ORDER/ACTION: AUGUST 26, 2022
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA SUBSTITUTE LICENSE

NAME: HENDRIX, JUSTIN LEE
ALSDE ID: JLH-0103-8943
DATE OF ORDER/ACTION: OCTOBER 7, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE NASDTEC PREVENTION AND CORRECTION COURSE
COMPLETE A CLASSROOM MANAGEMENT OR EDUCATOR WELLNESS COURSE
EMAIL THE DEPARTMENT'S OFFICE OF GENERAL COUNSEL UPDATES ABOUT EMPLOYMENT STATUS EVERY SEMESTER UNTIL JUNE 30, 2023
LETTER OF REPRIMAND

NAME: HOWARD, RUNARDO STERLING
ALSDE ID: RSH-0105-6619
DATE OF ORDER/ACTION: AUGUST 19, 2022
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE A DE-ESCALATION COURSE

NAME: JOHNSON, ERICA FREDROSE CRENSHAW
ALSDE ID: ECJ-0121-5058
DATE OF ORDER/ACTION: SEPTEMBER 29, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
RESPONDENT AGREES TO PROVIDE AN ANNUAL UPDATE TO THE ALSDE CONFIRMING PAYMENTS ARE STILL BEING MADE OR THE REMAINDER OF THE BALANCE HAS BEEN WAIVED OR PAID
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE
LETTER OF REPRIMAND

NAME: KELLEY, TISHA ANN MOTES
ALSDE ID: TAK-0122-6092
DATE OF ORDER/ACTION: DECEMBER 5, 2022
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: LASSETER, JULEE SUMMERFORD
ALSDE ID: JSL-0036-4441
DATE OF ORDER/ACTION: SEPTEMBER 2, 2022
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 9/2/2022 THROUGH 9/1/2023
MUST MEET ALL TERMS:
COMPLETE TWO CLASSES ON BUILDING POSITIVE RELATIONSHIPS WITH STUDENTS, EDUCATOR ETHICS OR A SIMILAR TOPIC
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES
LETTER OF REPRIMAND

NAME: LATTA, JAMES PATRICK
ALSDE ID: JPL-0035-6090
DATE OF ORDER/ACTION: SEPTEMBER 20, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A NASDTEC BOUNDARIES COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: MORELAND, RONDA PURVIS
ALSDE ID: RPP-0034-8155
DATE OF ORDER/ACTION: AUGUST 17, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
PROVIDE THE ALABAMA STATE DEPARTMENT OF EDUCATION PROOF OF SUCCESSFUL COMPLETION OF TREATMENT PROGRAM, INCLUDING VERIFICATION OF NEGATIVE BREATHALYZER TESTS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: OSBOURN, MITCHELL HOUSTON
ALSDE ID: MHO-0122-9204
DATE OF ORDER/ACTION: DECEMBER 2, 2022
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: PATRICK, JODIE KAYE PETERSON
ALSDE ID: JPP-0031-9461
DATE OF ORDER/ACTION: OCTOBER 20, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
AGREES TO ONE-YEAR PROBATION TO START IF RESPONDENT'S CERTIFICATION IS RENEWED
COMPLETE AN EDUCATOR ETHICS OR CLASSROOM MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER SUITABILITY
LETTER OF REPRIMAND

NAME: PERRYMAN, GLORIA
ALSDE ID: GXP-0122-9948
DATE OF ORDER/ACTION: DECEMBER 2, 2022
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: POPE, RICHARD ALAN
ALSDE ID: RAP-0106-5584
DATE OF ORDER/ACTION: OCTOBER 20, 2022
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA CAREER/TECHNICAL
CERTIFICATE

NAME: PRIEST, DATIE IDELIA
ALSDE ID: DIP-0035-3700
DATE OF ORDER/ACTION: AUGUST 23, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE TWO COURSES - (1) ADMINISTRATIVE MANAGEMENT AND
(2) SENSITIVITY
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES
LETTER OF REPRIMAND

NAME: RIKARD, JR., RONALD E.
ALSDE ID: RER-0036-3391
DATE OF ORDER/ACTION: AUGUST 23, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE TWO COURSES – (1) ETHICS COURSE AND (2) AASBO COURSE
ON HANDLING SCHOOL FUNDS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATES
LETTER OF REPRIMAND

NAME: SCHMOTZ, BENJAMIN JAMES
ALSDE ID: BJS-0120-0060
DATE OF ORDER/ACTION: NOVEMBER 29, 2022
ORDER/ACTION: **REVOKED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA
PROFESSIONAL EDUCATOR CERTIFICATE

NAME: TUCKER, THOMAS BLAKE
ALSDE ID: TBT-0117-9195
DATE OF ORDER/ACTION: DECEMBER 2, 2022
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: TURNER, JAKOBI TOBIAS
ALSDE ID: JXT-0122-1912
DATE OF ORDER/ACTION: AUGUST 22, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
LICENSE

NAME: WATSON, MICHAEL LEE
ALSDE ID: MLW-0121-5056
DATE OF ORDER/ACTION: SEPTEMBER 12, 2022
ORDER/ACTION: **DENIED AND NON-ISSUED UNTIL WHEREABOUTS BECOME KNOWN:**
ALABAMA BUS DRIVER CERTIFICATE

NAME: WHEELER, CAITLIN R.
ALSDE ID: CXW-0110-1081
DATE OF ORDER/ACTION: AUGUST 23, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
ATTEND THE NASDTEC ETHICS COURSE THAT FOCUSES ON
APPROPRIATE BOUNDARIES BETWEEN TEACHERS AND STUDENTS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE

NAME: WINGARD, II, JACK ANDREW
ALSDE ID: JAW-0034-6584
DATE OF ORDER/ACTION: AUGUST 22, 2022
ORDER/ACTION: **MUST MEET ALL TERMS:**
CONTINUE COMPLIANCE WITH MENTAL HEALTH TREATMENT AND
PROVIDE A FITNESS FOR DUTY IN THE CLASSROOM SETTING FROM
THE TREATING PHYSICIAN
UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR (4) PER
YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE
RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
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

FY23-2029



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.