



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

July 10, 2023

MEMORANDUM

TO: City and County Superintendents
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: BAILEY, TAMIKA LANESE HICKS
ALSDE ID: TXB-0110-8319
DATE OF ORDER/ACTION: MARCH 23, 2023
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: BROWN, BRANDON PATRICK
ALSDE ID: BPB-0037-3675
DATE OF ORDER/ACTION: FEBRUARY 15, 2023
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

Alabama
State Board
of Education

Governor Kay Ivey
President

Jackie Zelgier
District I

Tracie West
District II
President Pro Tem

Stephanie Bell
District III

Yvette M. Richardson, Ed.D.
District IV

Torria S. Chestnut, Ed.D.
District V

Mario 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: BUNCH, NATALIE NICOLE ROBINSON
ALSDE ID: NRS-0099-6096
DATE OF ORDER/ACTION: MARCH 14, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE TWO CLASSROOM MANAGEMENT COURSES
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE

NAME: CARTER, SARAH
ALSDE ID: SEC-0082-8098
DATE OF ORDER/ACTION: MARCH 27, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
PROVIDE THE DEPARTMENT WITH A COPY OF THE RESULTS OF MENTAL
HEALTH ASSESSMENT
PROVIDE UPDATES UPON REQUEST DURING THE TERM OF THE
RESPONDENT'S CRIMINAL PROBATION
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
SUITABILITY

NAME: COCKERHAM, BRANNON WOODROW
ALSDE ID: BWC-0117-3602
DATE OF ORDER/ACTION: APRIL 17, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: COLEMAN, SHERYL M. TARVER
ALSDE ID: STC-0035-4439
DATE OF ORDER/ACTION: MARCH 13, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE TEST SECURITY RETRAINING THROUGH THE ALABAMA STATE
DEPARTMENT OF EDUCATION STUDENT ASSESSMENT OFFICE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES
LETTER OF CAUTION

NAME: CONNER, GREGORY
ALSDE ID: GXC-0115-9034
DATE OF ORDER/ACTION: APRIL 17, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: COOK, EDDIE JEROME
ALSDE ID: EXC-0112-4013
DATE OF ORDER/ACTION: APRIL 17, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: COX, JAMIE RYAN
ALSDE ID: JRC-0034-4244
DATE OF ORDER/ACTION: APRIL 19, 2023
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE NASDTEC PREVENTION AND CORRECTION ONLINE ETHICS
COURSE
LETTER OF CAUTION

NAME: CREAR, JR., LARRY JAMES
ALSDE ID: LJC-0037-6221
DATE OF ORDER/ACTION: FEBRUARY 10, 2023
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE A SEXUAL HARASSMENT COURSE

NAME: DOTY, DANIEL E.
ALSDE ID: DED-0074-6483
DATE OF ORDER/ACTION: APRIL 16, 2023
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: EDWARDS. MARTEZ DEMARIO
ALSDE ID: MXE-0105-6825
DATE OF ORDER/ACTION: APRIL 18, 2023
ORDER/ACTION: **DENIAL OF ALABAMA CERTIFICATION BACKGROUND CHECK UNTIL
JULY 1, 2023**
PROBATION: SUITABILITY
FROM 7/2/2023 THROUGH 7/1/2026
MUST MEET ALL TERMS:
SUBMIT AT THE END OF EVERY QUARTER RESPONDENT IS EMPLOYED
BY A SCHOOL OR SCHOOL SYSTEM, AN EMAILED STATUS UPDATE
REGARDING EMPLOYMENT, INCLUDING LOCATION, NAME OF THE
EMPLOYER, NAME OF SUPERVISOR, AND CONTACT INFORMATION OF
SUPERVISOR
COMPLETE TWO CLASSES OR COURSES ON EDUCATOR ETHICS OR
PROFESSIONALISM
MEET TENNESSEE'S REQUIREMENTS FOR CERTIFICATION OR
REINSTATEMENT SO THAT IN 2024 RESPONDENT WILL BE IN GOOD
STANDING WITH TENNESSEE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
SUITABILITY
LETTER OF REPRIMAND

NAME: FARMER, CARLA MARIE
A.K.A. WISE, CARLA MARIE FARMER
ALSDE ID: CMF-0073-2874
DATE OF ORDER/ACTION: MARCH 23, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE THE NEW BUS DRIVER TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES

NAME: FEW, BOBBIE DANETTE OVERTON
ALSDE ID: BDF-0107-8004
DATE OF ORDER/ACTION: MARCH 26, 2023
ORDER/ACTION: **LETTER OF CAUTION**

NAME: GOODMAN, TOMIKO VALMASHA
ALSDE ID: TVG-0102-4565
DATE OF ORDER/ACTION: MARCH 14, 2023
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
SUITABILITY

NAME: HORTON, STEPHANIE
ALSDE ID: SXH-0122-3126
DATE OF ORDER/ACTION: APRIL 21, 2023
ORDER/ACTION: **VOLUNTARY WITHDRAWAL:** ALABAMA BUS DRIVER CERTIFICATE
APPLICATION

NAME: JONES, NIGUEL DIMITRIUS
ALSDE ID: NDJ-0117-1286
DATE OF ORDER/ACTION: APRIL 19, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: LAPSLEY, ADRIENNE
ALSDE ID: AXL-0123-4244
DATE OF ORDER/ACTION: MARCH 28, 2023
ORDER/ACTION: **PROBATION:** SUITABILITY
FROM 3/28/2023 THROUGH 9/26/2023
MUST MEET TERM:
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
SUITABILITY
LETTER OF CAUTION

NAME: LEWIS, ADAM JEREMY
ALSDE ID: AJL-0039-6565
DATE OF ORDER/ACTION: APRIL 17, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: MASON, CHARRISSE RENE
ALSDE ID: CXM-0105-4838
DATE OF ORDER/ACTION: MARCH 13, 2023
ORDER/ACTION: **PROBATION:** ALABAMA EMERGENCY CERTIFICATE
FROM 3/13/2023 THROUGH 3/12/2024

NAME: MATTHEWS-DOWLING, DANA LYNN
ALSDE ID: DLM-0104-8915
DATE OF ORDER/ACTION: FEBRUARY 13, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
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 HER
CERTIFICATE

NAME: MCCAULEY, II, CHARLES RAY
ALSDE ID: CRM-0040-1924
DATE OF ORDER/ACTION: MARCH 16, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE ELEARNING EDU4422 CLASSROOM MANAGEMENT IN THE
21ST CENTURY COURSE AND THE NASDTEC PREVENTION AND
CORRECTION COURSE BY JULY 30, 2023
LETTER OF REPRIMAND

NAME: MIMS, CLAYSHANE KNIGHT
ALSDE ID: CKM-0035-9545
DATE OF ORDER/ACTION: APRIL 7, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A NASDTEC COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

NAME: NEWELL, ALAN JAMES
ALSDE ID: AJN-0102-5460
DATE OF ORDER/ACTION: MARCH 20, 2023
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: PICKETT, SAMANTHA ANN SPANN
ALSDE ID: SSP-0081-0934
DATE OF ORDER/ACTION: MARCH 27, 2023
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
SUITABILITY

NAME: RHODES, FELESIA MICHYRELL TAYLOR
ALSDE ID: FTR-0039-3781
DATE OF ORDER/ACTION: FEBRUARY 17, 2023
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE A SEXUAL HARASSMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATE

NAME: SIMMONS, CYNTHIA DIANNE
ALSDE ID: SDC-0120-4578
DATE OF ORDER/ACTION: MARCH 13, 2021
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: SMITH, JUAN CURTIS
ALSDE ID: JXS-0116-5412
DATE OF ORDER/ACTION: FEBRUARY 24, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
PROVIDE THE RESULTS FROM REMAINING DRUG TESTS PURSUANT TO THE
FEDERAL DOT CLEARING HOUSE TO THE ALABAMA STATE DEPARTMENT OF
EDUCATION FOR ONE YEAR BEGINNING FEBRUARY 24, 2023
IF THE DRUG TESTS ARE COMPLETED LESS THAN A YEAR AFTER
FEBRUARY 24, 2023, THE RESPONDENT WILL PROVIDE RESULTS OF THE
DRUG TESTS THAT OCCUR ROUTINELY AS PART OF RESPONDENT'S
EMPLOYMENT WITH THE JEFFERSON COUNTY BOARD OF EDUCATION
FOR THE REMAINDER OF THE YEAR
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

NAME: STALLWORTH, TEHRON DEVONTE
ALSDE ID: TDS-0123-0147
DATE OF ORDER/ACTION: MARCH 13, 2023
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA BUS DRIVER CE

NAME: YARBROUGH, DUANE EDWARD
ALSDE ID: DEY-0105-8234
DATE OF ORDER/ACTION: MARCH 17, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA JROTC CERTIFICATE

NAME: YOUNG, AMBER CELESTE WILLS
ALSDE ID: AWY-0039-7836
DATE OF ORDER/ACTION: FEBRUARY 27, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN OUTPATIENT REHABILITATION PROGRAM
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
CERTIFICATES

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

FY23-2061



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.