



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

February 14, 2024

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: ANDERS, MICHAEL JERMAINE
ALSDE ID: MXA-0109-3030
DATE OF ORDER/ACTION: SEPTEMBER 1, 2023
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: ANDERSON, TROPHIA LYNN
ALSDE ID: TLA-0114-8188
DATE OF ORDER/ACTION: JUNE 16, 2021
ORDER/ACTION: **PROBATION:** ALABAMA SUBSTITUTE LICENSE FROM 6/16/2021 THROUGH 7/31/2021
MUST MEET TERM:
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER LICENSE
LETTER OF REPRIMAND

Alabama
State Board
of Education

Governor Kay Ivey
President

Jackie Zeigler
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Stephanie Bell
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Yvette M. Richardson, Ed.D.
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Tonya S. Chestnut, Ed.D.
District V
President Pro Tem

Marie Manning
District VI

Belinda McRae
District VII

Wayne Reynolds, Ed.D.
District VIII

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

NAME: BALDWIN, JASMINE
A.K.A BIDDINGS, JASMINE BALDWIN
ALSDE ID: JNB-0107-0333
DATE OF ORDER/ACTION: SEPTEMBER 7, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
PROVIDE A FITNESS FOR DUTY LETTER TO THE OFFICE OF GENERAL COUNSEL
COMPLETE ALSDE'S BOUNDARIES COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATES

NAME: BARKLEY, WALKER COLEMAN
ALSDE ID: WCB-0099-3276
DATE OF ORDER/ACTION: AUGUST 31, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: BOLDEN, JR., CELESTER
ALSDE ID: CXB-0038-1505
DATE OF ORDER/ACTION: JULY 27, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
SUBMIT CHARACTER LETTERS
COMPLETE A BOUNDARIES COURSE
COMPLETE A SEXUAL HARASSMENT PREVENTION COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: COTTRELL, NICHOLAS EUGENE
ALSDE ID: NEC-0036-7799
DATE OF ORDER/ACTION: SEPTEMBER 8, 2023
ORDER/ACTION: **PROBATION:** ALABAMA LEADERSHIP CERTIFICATE AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES FROM 9/8/2023 THROUGH 9/7/2024
MUST MEET TERM:
COMPLETE AN ETHICS TRAINING COURSE

NAME: EADY, NONNIE ANN DUNN
ALSDE ID: NDE-0083-4678
DATE OF ORDER/ACTION: OCTOBER 16, 2023
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA SUBSTITUTE LICENSE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: ELLIS, KENTERRI LAVON
ALSDE ID: KLE-0124-7439
DATE OF ORDER/ACTION: OCTOBER 25, 2023
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: ENGLE, JULIA MICHELLE HILL
ALSDE ID: JMH-0106-0932
DATE OF ORDER/ACTION: OCTOBER 3, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: GILL, VANESSA LYNN JOYCE
ALSDE ID: VJG-0030-0444
DATE OF ORDER/ACTION: AUGUST 25, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A SPECIAL EDUCATION OR ETHICS TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES

NAME: HAYNES, BARRY HUGH
ALSDE ID: BHH-0120-7515
DATE OF ORDER/ACTION: AUGUST 3, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE RANDOM DRUG SCREENINGS OVER A SIX-MONTH PERIOD
AT THE RATE OF ONE EVERY THREE MONTHS
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

NAME: HOBSON, MONICA LEIGH SEIBERT
ALSDE ID: MSM-0034-2514
DATE OF ORDER/ACTION: AUGUST 14, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
AGREES TO IMMEDIATELY STOP USING CBD OIL
AGREES TO 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

NAME: HORACE, RACHEL L.
ALSDE ID: RLH-0037-6918
DATE OF ORDER/ACTION: SEPTEMBER 1, 2023
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE AN ONLINE MANDATORY REPORTER CLASS

NAME: JOHNSON, CORVIN TERRELL
ALSDE ID: CXJ-0117-1583
DATE OF ORDER/ACTION: OCTOBER 16, 2023
ORDER/ACTION: **EMERGENCY SUSPENSION:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE
FROM 10/16/2023 THROUGH 2/12/2024

NAME: JOHNSON, UNDREA DEWAYNE
ALSDE ID: UDJ-0034-8467
DATE OF ORDER/ACTION: JULY 27, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
AGREES TO PROVIDE MONTHLY UPDATES REGARDING EMPLOYMENT
STATUS UNTIL DECEMBER 31, 2023
COMPLETE THE ALABAMA ETHICS TRAINING FOR PUBLIC EMPLOYEES
AND THE ALABAMA DEPARTMENT OF HUMAN RESOURCES
MANDATORY REPORTER TRAINING COURSE
LETTER OF REPRIMAND

NAME: KEELING, CONSTANCE MARION
A.K.A. KEELING, CONSTANCE BOLDEN
ALSDE ID: CMB-0037-8232
DATE OF ORDER/ACTION: OCTOBER 5, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE EDU 4422 – CLASSROOM MANAGEMENT IN THE 21ST CENTURY, NASDTEC’S PREVENTION AND CORRECTION COURSE, AND AN ADDITIONAL COURSE ON EDUCATOR WELLNESS
UNDERGO NEW FINGERPRINT BASED ON CRIMINAL HISTORY CHECK
SUBMIT THE NAME OF SCHOOL, SUPERVISOR, AND CONTACT INFORMATION AT THE END OF EVERY SEMESTER UNTIL DECEMBER 31, 2023
LETTER OF REPRIMAND

NAME: PAYNE, RICHARD KEVIN
ALSDE ID: RKP-0039-0314
DATE OF ORDER/ACTION: OCTOBER 24, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN ANGER MANAGEMENT OR PROFESSIONAL ETHICS COURSE
SUBMIT THE CONTACT SUPERVISOR’S INFORMATION TO THE DEPARTMENT EVERY QUARTER UNTIL JUNE 30, 2024
LETTER OF REPRIMAND

NAME: PFAHL, GREGORY STEPHEN
ALSDE ID: GSP-0124-4162
DATE OF ORDER/ACTION: SEPTEMBER 8, 2023
ORDER/ACTION: **MUST MEET TERM:**
COMPLETE TWO (2) RANDOM DRUG SCREENINGS

NAME: PROPST, THOMAS RUSH
ALSDE ID: TRP-0027-6426
DATE OF ORDER/ACTION: OCTOBER 22, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN ETHICS COURSE AND AN ONLINE COURSE REGARDING FINANCIAL PROCEDURES
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATES

NAME: REED, MARLAINA
ALSDE ID: MXR-0104-6645
DATE OF ORDER/ACTION: OCTOBER 5, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
SUBMIT TWO (2) CHARACTER LETTERS
AGREES TO UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR (4) TESTS DURING A ONE (1) YEAR PERIOD
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE

NAME: RICHARDSON, CAROLYN
ALSDE ID: CMR-0089-5394
DATE OF ORDER/ACTION: OCTOBER 3, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: RODRIGUEZ, ALEXIS MICHAEL
ALSDE ID: AMR-0111-2388
DATE OF ORDER/ACTION: OCTOBER 16, 2023
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROVISIONAL EDUCATOR
CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: STALLWORTH, III, OWEN HARDIN
ALSDE ID: OXS-0114-9869
DATE OF ORDER/ACTION: SEPTEMBER 15, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA EMERGENCY CERTIFICATE
AND ALABAMA SUBSTITUTE LICENSE

NAME: SWEENEY, RUSSELL JOHN
ALSDE ID: RXS-0121-5394
DATE OF ORDER/ACTION: SEPTEMBER 19, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATES

NAME: TATE, ALBERTA ANNJANETTE
ALSDE ID: AAT-0125-1308
DATE OF ORDER/ACTION: OCTOBER 25, 2023
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: THOMAS, DEBORAH E.
ALSDE ID: DXT-0105-3072
DATE OF ORDER/ACTION: OCTOBER 25, 2023
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: THOMAS, LAUREN KRISTEN CHAMBERS
ALSDE ID: LCT-0124-6662
DATE OF ORDER/ACTION: SEPTEMBER 19, 2023
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: THORNTON, HOLLIE SUNSHINE
ALSDE ID: HST-0119-1072
DATE OF ORDER/ACTION: JULY 27, 2023
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA
INTERIM EMPLOYMENT CERTIFICATE

NAME: WILHITE, RUSSELL LAWRENCE
ALSDE ID: RLW-0040-2387
DATE OF ORDER/ACTION: SEPTEMBER 20, 2023
ORDER/ACTION: **MUST MEET ALL TERMS:**
AGREES TO NOT SERVE AS A SCHOLARSHIP BOWL COACH IN THE
FUTURE
COMPLETE AN ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATES

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NAME:	WILKS, PERRY LEON
ALSDE ID:	PLW-0101-7723
DATE OF ORDER/ACTION:	SEPTEMBER 19, 2023
ORDER/ACTION:	REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA CAREER/TECHNICAL 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

FY24-2029



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, non-renewed, resigned, 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.