



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

April 17, 2024

Alabama  
State Board  
of Education

**MEMORANDUM**

Governor Kay Ivey  
President

**TO:** City and County Superintendents

Jackie Zeigler  
District I

**FROM:** Eric G. Mackey *EGM*  
State Superintendent of Education

Tracie West  
District II  
Vice President

**SUBJECT:** Report of Certificate Invalidations and Probations

Stephanie Bell  
District III

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).

Yvette M. Richardson, Ed.D.  
District IV

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.

Tonya S. Chestnut, Ed.D.  
District V  
President Pro Tem

Marie Manning  
District VI

**NAME:** ALLEN, TORA NICOLEE  
**ALSDE ID:** TNA-0034-8493  
**DATE OF ORDER/ACTION:** SEPTEMBER 14, 2023  
**ORDER/ACTION:** **VOLUNTARY SURRENDER:** ALABAMA LEADERSHIP CERTIFICATES AND ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

Belinda McRae  
District VII

**NAME:** ANDERSON, KATYJA LATASIA  
**ALSDE ID:** KXA-0115-6085  
**DATE OF ORDER/ACTION:** JANUARY 2, 2024  
**ORDER/ACTION:** **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

Wayne Reynolds, Ed.D.  
District VIII

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

**NAME:** BEAVER, DAWN DENISE  
**ALSDE ID:** DDB-0077-6729  
**DATE OF ORDER/ACTION:** JANUARY 2, 2024  
**ORDER/ACTION:** **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

**NAME:** BLACKMON, JAMES LEE  
**ALSDE ID:** JLB-0112-9597  
**DATE OF ORDER/ACTION:** DECEMBER 29, 2023  
**ORDER/ACTION:** **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: BRITTON, TAYLOR STERLING  
ALSDE ID: TSB-0123-1448  
DATE OF ORDER/ACTION: NOVEMBER 27, 2023  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA  
SUBSTITUTE LICENSE**

NAME: BYRD, DANA  
ALSDE ID: DHB-0076-6390  
DATE OF ORDER/ACTION: NOVEMBER 27, 2023  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE**

NAME: COFFMAN, THOMAS W.  
ALSDE ID: TXC-0111-6614  
DATE OF ORDER/ACTION: NOVEMBER 27, 2023  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE**

NAME: COLEMAN, KEVIN JERMAINE  
ALSDE ID: KXC-0117-4375  
DATE OF ORDER/ACTION: NOVEMBER 27, 2023  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA EMERGENCY CERTIFICATE**

NAME: CREAR, JR., LARRY JAMES  
ALSDE ID: LJC-0037-6221  
DATE OF ORDER/ACTION: NOVEMBER 7, 2023  
ORDER/ACTION: **PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE  
FROM 11/7/2023 THROUGH 11/6/2024  
MUST MEET TERM:  
COMPLETE A NASDTEC COURSE ON APPROPRIATE BOUNDARIES  
BETWEEN TEACHERS AND STUDENTS  
REPRIMAND**

NAME: DORAN, THOMAS STANLEY  
ALSDE ID: TSD-0039-9295  
DATE OF ORDER/ACTION: JANUARY 2, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATE**

NAME: DUNCAN, DUSTIN RAY  
ALSDE ID: DRD-0038-6913  
DATE OF ORDER/ACTION: NOVEMBER 20, 2023  
ORDER/ACTION: **MUST MEET ALL TERMS:  
COMPLETE RANDOM DRUG SCREENINGS OVER A SIX-MONTH PERIOD  
AT THE RATE OF ONE EVERY TWO MONTHS  
PROVIDE THE DEPARTMENT WITH A CERTIFICATION OF COMPLETION  
FOR DRUG REHABILITATION PROGRAM, WHICH IS TO BE COMPLETED  
SEPTEMBER 28, 2023  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
CERTIFICATE**

NAME: GILMORE, KENISHA JACELLE  
ALSDE ID: KXG-0110-8571  
DATE OF ORDER/ACTION: JANUARY 2, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA EMERGENCY CERTIFICATE  
AND ALABAMA SUBSTITUTE LICENSE**

NAME: HART, BELINDA ARLENE  
ALSDE ID: BAH-0036-9592  
DATE OF ORDER/ACTION: NOVEMBER 2, 2023  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE A CLASSROOM MANAGEMENT COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
LICENSE

NAME: HAYES, FLETCHER  
ALSDE ID: FXH-0125-1911  
DATE OF ORDER/ACTION: DECEMBER 29, 2023  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: JOHNSON, BRENT LEE  
ALSDE ID: BXJ-0112-7715  
DATE OF ORDER/ACTION: JANUARY 2, 2024  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: KING, JIMMY LEE  
ALSDE ID: JLK-0092-4780  
DATE OF ORDER/ACTION: DECEMBER 26, 2023  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: KRAMARCZYK, EDWARD STANLEY  
ALSDE ID: EXK-0125-3606  
DATE OF ORDER/ACTION: DECEMBER 18, 2023  
ORDER/ACTION: **DENIED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: OSBORNE, KEORE  
ALSDE ID: KXO-0122-5699  
DATE OF ORDER/ACTION: NOVEMBER 28, 2023  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE

NAME: MCGEE, STEPHANIE ONEIL  
ALSDE ID: SOM-0038-3702  
DATE OF ORDER/ACTION: NOVEMBER 20, 2023  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
UNDERGO RANDOM DRUG TESTING AT THE RATE OF FOUR PER ONE  
YEAR  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
CERTIFICATE

NAME: MORELAND, RONDA PURVIS  
ALSDE ID: RPP-0034-8155  
DATE OF ORDER/ACTION: NOVEMBER 8, 2023  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
AGREES TO TEST SECURITY TRAINING THROUGH THE DEPARTMENT  
TO BE COORDINATED WITH THE STUDENT ASSESSMENT OFFICE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
CERTIFICATE  
**LETTER OF CAUTION**

NAME: PACE, JORDAN CHANTZ  
ALSDE ID: JCP-0119-4547  
DATE OF ORDER/ACTION: DECEMBER 5, 2023  
ORDER/ACTION: **DENIED: STATE APPROVED EDUCATION PROGRAM**

NAME: PALMER, KHARI AURELLO  
ALSDE ID: KAP-0035-5483  
DATE OF ORDER/ACTION: NOVEMBER 8, 2023  
ORDER/ACTION: **MUST MEET TERM:  
COMPLETE A CLASS  
LETTER OF CAUTION**

NAME: PINSON, LINDSEY  
ALSDE ID: LXP-0107-6722  
DATE OF ORDER/ACTION: NOVEMBER 6, 2023  
ORDER/ACTION: **VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE**

NAME: ROBERTS, JEFFERY  
ALSDE ID: JXR-0112-8992  
DATE OF ORDER/ACTION: NOVEMBER 27, 2023  
ORDER/ACTION: **MUST MEET ALL TERMS:  
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 HIS  
CERTIFICATE**

NAME: STREETER, ASHLEY CELESTE CRANDLE  
ALSDE ID: ACC-0036-3995  
DATE OF ORDER/ACTION: NOVEMBER 27, 2023  
ORDER/ACTION: **MUST MEET ALL TERMS:  
COMPLETE ONLINE ALABAMA EDUCATOR ETHICS COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
CERTIFICATE  
LETTER OF CAUTION**

NAME: WEBSTER, LARRY CORNELIUS  
ALSDE ID: LCW-0037-0006  
DATE OF ORDER/ACTION: NOVEMBER 7, 2023  
ORDER/ACTION: **MUST MEET TERMS:  
COMPLETE AN EDUCATOR ETHICS COURSE AND A CLASSROOM  
MANAGEMENT COURSE  
LETTER OF CAUTION**

NAME: WILSON, II, EMMANUEL ANDRE  
ALSDE ID: EAW-0107-6048  
DATE OF ORDER/ACTION: DECEMBER 14, 2023  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATES**

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NAME: WOOD, DENISE ELIZABETH CZERWIEN ST PIERRE  
ALSDE ID: DXW-0114-7000  
DATE OF ORDER/ACTION: JANUARY 2, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR  
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

**FY24-2037**



## **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.