



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

January 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.

NAME: ALMEIDA, WILLIAM
ALSDE ID: WXA-0109-2502
DATE OF ORDER/ACTION: SEPTEMBER 8, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: ANDERSON, JASON MICHAEL
ALSDE ID: JMA-0037-2951
DATE OF ORDER/ACTION: AUGUST 24, 2021
ORDER/ACTION: **REVOKED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

NAME: ANGLE, MICHAEL JORDAN
ALSDE ID: MJA-0039-3686
DATE OF ORDER/ACTION: AUGUST 20, 2021
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

Alabama
State Board
of Education

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District VII

Wayne Reynolds, Ed.D.
District VIII
President Pro Tem

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

NAME: BLAKELY, TRACIE RENEA TOLBERT
ALSDE ID: TRT-0036-6367
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE RE-TRAINING ON PROPER GRADE PROCEDURES
COMPLETE AN ETHICS COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES
LETTER OF REPRIMAND

NAME: BRANHAM, AMBER LASHAE
ALSDE ID: ALB-0114-3851
DATE OF ORDER/ACTION: SEPTEMBER 20, 2021
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
SUBSTITUTE LICENSE**

NAME: BURGESS, CLINTON DADE
ALSDE ID: CDB-0104-1916
DATE OF ORDER/ACTION: SEPTEMBER 22, 2021
ORDER/ACTION: **VOLUNTARY SURRENDER OF RIGHT TO APPLY: ALABAMA BUS
DRIVER CERTIFICATE**

NAME: CAMPBELL, JR., COY FRANKLIN
ALSDE ID: CFC-0036-3465
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: **PROBATION: ALABAMA LEADERSHIP CERTIFICATE, ALABAMA
PROFESSIONAL EDUCATOR CERTIFICATE, AND ALABAMA BUS DRIVER
CERTIFICATE
FROM 8/24/2021 THROUGH 8/23/2024**
MUST MEET ALL TERMS:
MAKE RESTITUTION TO THE SCHOOL SYSTEM, CONSISTENT WITH
CRIMINAL SENTENCE IN ESCAMBIA COUNTY CASE AND FURTHER PROOF
TO ALABAMA STATE DEPARTMENT OF EDUCATION PAYMENTS HAVE
BEEN MADE
PROVIDE A LETTER AT END OF EVERY SEMESTER REGARDING
EMPLOYMENT STATUS
COMPLETE AN ETHICS COURSE
COMPLY WITH THE TERMS OF CRIMINAL CASE PROBATION AND
SENTANCE IN ESCAMBIA COUNTY CASE AND DOCUMENT THE END OF
CRIMINAL PROBATION TO ALABAMA STATE DEPARTMENT OF EDUCATION
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATES
LETTER OF REPRIMAND

NAME: CARPENTER, GILLIAM
ALSDE ID: GXC-0083-0247
DATE OF ORDER/ACTION: SEPTEMBER 23, 2021
ORDER/ACTION: **PROBATION: ALABAMA BUS DRIVER CERTIFICATE
FROM 9/23/2021 THROUGH 12/22/2021**
REPRIMAND

NAME: CLARDY, APRIL EDMISTON
ALSDE ID: AEC-0034-1652
DATE OF ORDER/ACTION: NOVEMBER 9, 2021
ORDER/ACTION: **REVOKED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
PROFESSIONAL EDUCATOR CERTIFICATES**

NAME: HALL, WAYBURN A.
ALSDE ID: WAH-0033-5276
DATE OF ORDER/ACTION: SEPTEMBER 15, 2021
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE
9/15/2021 THROUGH 9/14/2023
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

NAME: HARE, CHRISTOPHER RYAN
ALSDE ID: CXH-0034-1886
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: **MUST MEET ALL TERMS:**
SUCCESSFULLY COMPLETE AN APPROPRIATE PROFESSIONAL
BOUNDARIES COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
CERTIFICATE

NAME: HOLMES, II, DENNIS NOEL
ALSDE ID: DNH-0031-3784
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR
CERTIFICATE

NAME: JACKSON, JR., JAMES OLIVER
ALSDE ID: JOJ-0033-1856
DATE OF ORDER/ACTION: AUGUST 20, 2021
ORDER/ACTION: **PROBATION:** SUITABILITY
FROM 8/16/2021 THROUGH 5/25/2022
MUST MEET ALL TERMS:
COMPLETE AN AASBO COURSE
COMPLETE AN ETHICS TRAINING
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS
SUITABILITY
LETTER OF REPRIMAND

NAME: JOHNSON-CUTTEN, TONYA RENA' STYERS
ALSDE ID: TRJ-0119-8559
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021
ORDER/ACTION: **DENIED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: LEE, CHRISTINA OLIVIA
ALSDE ID: COL-0039-5891
DATE OF ORDER/ACTION: SEPTEMBER 7, 2021
ORDER/ACTION: **MUST MEET ALL TERMS:**
CONTINUE COUNSELING
PROVIDE A FITNESS FOR DUTY
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES

NAME: MAJOR, RHONDA MICHELE
ALSDE ID: RMM-0036-0737
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE A CLASSROOM MANAGEMENT COURSE WITH A FOCUS ON
DE-ESCALATION
COMPLETE CULTURAL SENSITIVITY COURSE
REPRIMAND

NAME: MALONE, TYREE
ALSDE ID: TXM-0119-6444
DATE OF ORDER/ACTION: SEPTEMBER 8, 2021
ORDER/ACTION: **DENIED: ALABAMA BUS DRIVER CERTIFICATE**

NAME: MASSIE, MICHAEL RAY
ALSDE ID: MRM-0119-2698
DATE OF ORDER/ACTION: SEPTEMBER 1, 2021
ORDER/ACTION: **VOLUNTARY WITHDRAWAL: ALABAMA BUS DRIVER CERTIFICATE**

NAME: MONTGOMERY, BEVERLY KING ANDREWS
ALSDE ID: BAM-0032-0414
DATE OF ORDER/ACTION: SEPTEMBER 2, 2021
ORDER/ACTION: **PROBATION: SUITABILITY**
FROM 9/3/2021 THROUGH 9/2/2023
MUST MEET TERM:
SUBMIT INFORMATION EVERY THREE MONTHS FROM MEDICAL PROVIDER
THAT STATES WHETHER OR NOT IN COMPLIANCE WITH MENTAL HEALTH
CARE TREATMENT PLAN, OR ALTERNATIVELY, THAT NO SUCH TREATMENT
IS NEEDED

NAME: MONTGOMERY, LARITA WILLIAMS
ALSDE ID: LWM-0082-0601
DATE OF ORDER/ACTION: AUGUST 27, 2021
ORDER/ACTION: **PROBATION: SUITABILITY**
FROM 8/27/2021 THROUGH 8/26/2022
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
SUITABILITY
LETTER OF CAUTION

NAME: NIXON, DIANA WEBB
A.K.A. NIXON, DIANE W.
ALSDE ID: DMJ-0082-3206
DATE OF ORDER/ACTION: SEPTEMBER 9, 2020
ORDER/ACTION: **MUST MEET ALL TERMS:**
COMPLETE AN ANGER MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
SUITABILITY

NAME: NORRIS, BRANDY LADONNA
ALSDE ID: BLN-0078-4560
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA
SUBSTITUTE LICENSE**

NAME: SANKS, PATRONYA VOSHA
ALSDE ID: PXS-0113-9660
DATE OF ORDER/ACTION: AUGUST 26, 2021
ORDER/ACTION: **PROBATION:** ALABAMA SUBSTITUTE LICENSE
FROM 8/26/2021 THROUGH 8/25/2022
MUST MEET TERM:
COMPLETE THE ALABAMA ETHICS COMMISSION ONLINE CLASS

NAME: SINGLETON, TYRAN
ALSDE ID: TXS-0118-1123
DATE OF ORDER/ACTION: SEPTEMBER 20, 2021
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA
SUBSTITUTE LICENSE

NAME: STONE, ADRIANN LASHUN HALL
ALSDE ID: AHS-0035-2690
DATE OF ORDER/ACTION: AUGUST 23, 2021
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
FROM 8/23/2021 THROUGH 1/22/2022
MUST MEET ALL TERMS:
COMPLETE CLASSROOM MANAGEMENT COURSE
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER
CERTIFICATES
LETTER OF REPRIMAND

NAME: WALDEN, ROBERT ALLEN
ALSDE ID: RAW-0110-4877
DATE OF ORDER/ACTION: SEPTEMBER 17, 2021
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: WORSHAM, KIMBERLY ANN MCCARTY
ALSDE ID: KMW-0039-5909
DATE OF ORDER/ACTION: AUGUST 25, 2021
ORDER/ACTION: **PROBATION:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES
FROM 8/25/2021 THROUGH 8/24/2022
MUST MEET ALL TERMS:
COMPLETE COURSE 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

EGM:SYH:KB

Enclosure: The Requirement to Report Misconduct

cc: Private School Administrators
Deans of Colleges of Education
Mrs. Angela Martin
Dr. Jayne A. Meyer
Mr. J. Jason Swann
Ms. Shavon Y. Harris

FY22-2022



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.