

# STATE OF ALABAMA DEPARTMENT OF EDUCATION



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

September 13, 2024

Alabama State Board of Education

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## **MEMORANDUM**

TO: City and County Superintendents of Education

FROM: Eric G. Mackey

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: BARKSDALE, RHONDA ALSDE ID: RXB-0120-6391 DATE OF ORDER/ACTION: MARCH 15, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: BARROW, LEROY ALSDE ID: LLB-0032-2172 DATE OF ORDER/ACTION: MARCH 12, 2024

ORDER/ACTION: MUST MEET ALL TERMS:

COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE SUBMIT STATUS UPDATES BY THE 2<sup>ND</sup> OF EACH MONTH UNTIL

JUNE 2, 2025

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NAME: BOND, DESHONE PIERRE

ALSDE ID: DPB-0035-6743
DATE OF ORDER/ACTION: DPB-0035-6743
MARCH 14, 2024

ORDER/ACTION: MUST MEET ALL TERMS:

COMPLETE EITHER THE NASDTEC PREVENTION AND CORRECTION COURSE OR THE EDU4422 CLASSROOM MANAGEMENT COURSE BY

**DECEMBER 31, 2024** 

COMPLETE LOCAL SCHOOL SYSTEM'S EMPLOYEE ASSISTANCE

PROGRAM REQUIREMENTS

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS

CERTIFICATES
LETTER OF CAUTION

NAME: BRAND, BILL
ALSDE ID: BXB-0119-4023
DATE OF ORDER/ACTION: MARCH 31, 2024

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 HIS

**CERTIFICATES** 

NAME: CANNON, COURTNEY
ALSDE ID: CAC-0124-7233
DATE OF ORDER/ACTION: APRIL 19, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: CHAPMAN, RHODERICK JUAN

ALSDE ID: RJC-0079-6334 DATE OF ORDER/ACTION: APRIL 5, 2024

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 HIS

CERTIFICATE

NAME: CRAWFORD, JR., CHARLES FREDRICK

ALSDE ID: CXC-0125-3084 DATE OF ORDER/ACTION: APRIL 29, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA EMERGENCY CERTIFICATE

NAME: CREASY, JOE CODY ALSDE ID: JCC-0108-2535 DATE OF ORDER/ACTION: APRIL 4, 2024

ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR

CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: DIXON, DAVID CHRISTOPHER

ALSDE ID: DCD-0121-5106 DATE OF ORDER/ACTION: DCD-0121-5106 APRIL 15, 2024

ORDER/ACTION: VOLUNTARY SURRENDER: ALABAMA PROFESSIONAL EDUCATOR

**CERTIFICATES** 

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NAME: EDWARDS, ANJELL HARRIS

ALSDE ID: AHE-0033-6267 DATE OF ORDER/ACTION: MARCH 25, 2024 ORDER/ACTION: **MUST MEET TERM:** 

COMPLETE A CLASS OR COURSE

**LETTER OF CAUTION** 

NAME: ELLISON, DANA NICOLE

DWE-0040-1174 ALSDE ID: DATE OF ORDER/ACTION: APRIL 17, 2024 ORDER/ACTION: **MUST MEET TERM:** 

COMPLETE TEST SECURITY TRAINING BEFORE PARTICIPATING IN ANY

NEW SECURE STUDENT ASSESSMENTS

**LETTER OF REPRIMAND** 

GREGORY, DAVID EDWARD NAME:

ALSDE ID: DEG-0037-0623 DATE OF ORDER/ACTION: MARCH 29, 2024

ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR

CERTIFICATE

NAME: HARRIS, MELISSA ANN LUSK

ALSDE ID: MLS-0038-7564 DATE OF ORDER/ACTION: MARCH 25, 2024

ORDER/ACTION: **MUST MEET ALL TERMS:** 

UNDERGO RANDOM QUARTERLY DRUG TESTING

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER

**CERTIFICATES** 

NAME: HUTZLER, JOHN ESTON

ALSDE ID: JEH-0121-0124 DATE OF ORDER/ACTION: APRIL 29, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE AND

ALABAMA BUS DRIVER CERTIFICATE

JONES, III, MELVIN JOSEPH NAME:

ALSDE ID: MJJ-0038-2450 DATE OF ORDER/ACTION: **APRIL 3, 2024** 

ORDER/ACTION: SUSPENDED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES

FROM 8/3/2023 THROUGH 8/2/2024

**PROBATION: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATES** 

FROM 8/3/2024 THROUGH 8/2/2025

**MUST MEET ALL TERMS:** 

COMPLETE A NASDTEC TRAINING COURSE COMPLETE AN ADDITIONAL TRAINING COURSE

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS

SUITABILITY

LETTER OF REPRIMAND

NAME: JORDAN, LAWANDA SHIREE

ALSDE ID: LSJ-0114-5376 DATE OF ORDER/ACTION: APRIL 19, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

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NAME: LEE, JOHNNIE SINETHA SHEPPARD

ALSDE ID: JSS-0038-6645 DATE OF ORDER/ACTION: MARCH 26, 2024

ORDER/ACTION: MUST MEET ALL TERMS:

COMPLETE AN ONLINE CLASSROOM MANAGEMENT COURSE

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER

**CERTIFICATES** 

NAME: LEWIS, GEORGE ALSDE ID: GXL-0120-7411 DATE OF ORDER/ACTION: MARCH 26, 2024

ORDER/ACTION: MUST MEET ALL TERMS:

ONE (1) YEAR OF RANDOM DRUG TEST PROVIDE CHARACTER LETTERS

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS

**SUITABILITY** 

NAME: LINDSEY, TIMOTHY ALSDE ID: TXL-0114-5685 DATE OF ORDER/ACTION: APRIL 9, 2024

ORDER/ACTION:

**MUST MEET ALL TERMS:** 

SUBMIT RESULTS OF ANY NEW DRUG TEST

TAKE UP TO THREE ADDITIONAL RANDOM DRUG TEST UNTIL THE END

OF DECEMBER 2024

COMPLETE THE DEPARTMENT OF TRANSPORTATION REQUIREMENTS COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS

CERTIFICATE

**LETTER OF REPRIMAND** 

NAME: LUSK, STEPHANIE BROWNFIELD

ALSDE ID: SBL-0085-6224 DATE OF ORDER/ACTION: MAY 15, 2024

ORDER/ACTION: MUST MEET ALL TERMS:

SUBMIT DOCUMENTATION OF THE COMPLETION OF COURT REFERRAL PROGRAM WITHIN 10 DAYS OF THE COMPLETION OF THE PROGRAM SUBMIT MONTHLY STATUS UPDATES REGARDING EMPLOYMENT AND NOTIFICATION OF ANY ARREST OR NEW CRIMINAL CHARGES OR

CONVICTIONS AND ANY OTHER EMPLOYMENT SANCTIONS

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER

**CERTIFICATES** 

LETTER OF REPRIMAND

NAME: MACK, ELI
ALSDE ID: EXM-0036-6765
DATE OF ORDER/ACTION: APRIL 9. 2024

ORDER/ACTION: MUST MEET ALL TERMS:

COMPLETE AN ONLINE CLASSROOM MANAGEMENT OR ANGER

MANAGEMENT COURSE

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS

**SUITABILITY** 

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NAME: MAHAFFEY, JACK D.
ALSDE ID: JDM-0123-1068
DATE OF ORDER/ACTION: MAY 8, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: MCCALL, THOMAS EDWAYNE

ALSDE ID: TEM-0113-3363 DATE OF ORDER/ACTION: MARCH 13, 2024

ORDER/ACTION: PROBATION: ALABAMA BUS DRIVER CERTIFICATE

FROM 3/13/2024 THROUGH 9/12/2024

**MUST MEET ALL TERMS:** 

PROVIDE STATUS UPDATE EVERY TWO MONTHS

COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE

TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS

CERTIFICATE

**LETTER OF CAUTION** 

NAME: MOORE, KATELYNN ELIZABETH LOCKHART

ALSDE ID: LXK-0110-3303 DATE OF ORDER/ACTION: MARCH 11, 2024

ORDER/ACTION: MUST MEET ALL TERMS:

SUBMIT THE NAME AND CONTACT INFORMATION OF EMPLOYING SUPERVISOR ON THE FIRST DAY OF EACH MONTH FROM APRIL 1, 2024,

UNTIL DECEMBER 1, 2024

REPORT ANY EMPLOYMENT ACTIONS TAKEN

**REPRIMAND** 

NAME: SNYDER, JAMES ALSDE ID: JXS-0108-3122 DATE OF ORDER/ACTION: APRIL 19, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE

NAME: THOMAS, SR., KALVIN LAMAR

ALSDE ID: KLT-0124-9210 DATE OF ORDER/ACTION: MARCH 12, 2024

ORDER/ACTION: PROBATION: ALABAMA BUS DRIVER CERTIFICATE

6 MONTHS UPON ISSUANCE

MUST MEET TERM:

ON THE  $1^{ST}$  OF EVERY MONTH, DURING THE PERIOD OF PROBATION,

SUBMIT SUPERVISOR NAME AND CONTACT INFORMATION

**LETTER OF CAUTION** 

NAME: TURK, JADE LILLIAN GRICE

ALSDE ID: JGT-0034-2127 DATE OF ORDER/ACTION: JGT-0034-2127 APRIL 19, 2024

ORDER/ACTION: REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR

**CERTIFICATES** 

NAME: TURNER, JENNIFER MICHELLE WALLACE

ALSDE ID: JXT-0099-4441
DATE OF ORDER/ACTION: APRIL 19, 2024

ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA

SUBSTITUTE LICENSE

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NAME: WILSON, MEGAN BRIANA HEBERT

ALSDE ID: MXW-0108-7734 DATE OF ORDER/ACTION: MARCH 12, 2024

ORDER/ACTION: SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: 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

FY24-2084



## 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.