



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

December 9, 2024

Alabama  
State Board  
of Education

**MEMORANDUM**

Governor Kay Ivey  
President

**TO:** City and County Superintendents of Education

Jackie Zeigler  
District I

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

Tracie West  
District II

**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  
Vice President

Marie Manning  
District VI  
President Pro Tem

NAME: ABSHIRE, STEPHANIE EVANS  
ALSDE ID: SXA-0121-2850  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE**

Belinda McRae  
District VII

NAME: ADAMS, BRANDY MAE WALLACE  
ALSDE ID: BMA-0107-8750  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER: ALABAMA SUBSTITUTE LICENSE**

Wayne Reynolds, Ed.D.  
District VIII

NAME: BELL, AMARI J'ON  
ALSDE ID: AJB-0124-9939  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA SUBSTITUTE LICENSE**

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

NAME: BONAM, KENNETH HOWARD  
ALSDE ID: KHB-0124-4375  
DATE OF ORDER/ACTION: AUGUST 12, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE TWO COURSES ON EDUCATOR ETHICS OR CLASSROOM  
MANAGEMENT COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST  
HIS SUITABILITY  
**LETTER OF CAUTION**

NAME: BOZEMAN, JAMES  
ALSDE ID: JXB-0099-3382  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: BREWER, LINDA ANNETTE MCDADE  
ALSDE ID: LMB-0039-0758  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATE

NAME: BRUCE, TARA SHAE GALBREATH  
ALSDE ID: TGB-0035-7638  
DATE OF ORDER/ACTION: MAY 28, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE AN EDUCATOR ETHICS CLASS OR COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST  
HER CERTIFICATES  
**LETTER OF CAUTION**

NAME: CHANEY, JAMES LAMONT  
ALSDE ID: JLC-0079-7182  
DATE OF ORDER/ACTION: AUGUST 8, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: CRUTCHER, LISA ANN MCKNIGHT  
ALSDE ID: LAC-0106-8915  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA SUBSTITUTE LICENSE

NAME: DANIELSON, COREY JUSTIN  
ALSDE ID: CXD-0107-5217  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA CAREER/TECHNICAL  
CERTIFICATE

NAME: DAVIS, KIMBERLY ANN MEREDITH  
ALSDE ID: KAD-0125-4817  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: DOWNS, CHARLENE RENAE SMITH  
ALSDE ID: CSD-0036-9827  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATE

NAME: DUNCAN, JOSHUA EMMANUEL  
ALSDE ID: JXD-0120-3202  
DATE OF ORDER/ACTION: AUGUST 7, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA EMERGENCY CERTIFICATE AND ALABAMA SUBSTITUTE LICENSE

NAME: ENFINGER, ASHLEY LASHONTA MCKINNES  
ALSDE ID: ALE-0122-9874  
DATE OF ORDER/ACTION: JULY 1, 2024  
ORDER/ACTION: **DENIED:** ALABAMA BUS DRIVER CERTIFICATE  
**REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: GRIFFIN, PATRICK CORY  
ALSDE ID: PCG-0040-1881  
DATE OF ORDER/ACTION: JUNE 7, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
SUBMIT MONTHLY STATUS UPDATES FOR 18 MONTHS TO INCLUDE WHERE HE IS WORKING, NAME OF SUPERVISOR, IF ANY EMPLOYMENT ACTION TAKEN AGAINST HIM, AND IF ANY CRIMINAL CHARGES MAY HAVE BEEN BROUGHT OR ARE PENDING  
COMPLETE THREE PREAPPROVED COURSES; ONE OF WHICH IS THE NASDTEC PREVENTION AND CORRECTION CLASS WHICH MUST BE COMPLETED BY JULY 1, 2024, THE REMAINING COURSES MUST BE COMPLETED BY AUGUST 1, 2024, UNLESS AN EXTENSION IS GRANTED  
COMPLETE AND PASS A NEW FINGERPRINT-BASED CRIMINAL HISTORY CHECK  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: HANEY, WILLIAM  
ALSDE ID: WXH-0124-2984  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: HENSLEY, JENNIFER NEWSOME  
A.K.A BROWNING, JENNIFER HENSLE  
ALSDE ID: JNB-0038-4800  
DATE OF ORDER/ACTION: AUGUST 12, 2024  
ORDER/ACTION: **MUST MEET TERM:**  
UNDERGO A NEW CRIMINAL HISTORY CHECK IF RENEW OR REINSTATE CERTIFICATE

NAME: JONES, AMY D.  
A.K.A. LEWIS, AMY DENICE JONES  
ALSDE ID: ADJ-0088-1958  
DATE OF ORDER/ACTION: AUGUST 12, 2024  
ORDER/ACTION: **SUSPENDED:** ALABAMA BUS DRIVER CERTIFICATE FROM 8/12/2024 THROUGH 2/11/2025  
**PROBATION:** ALABAMA BUS DRIVER CERTIFICATE FROM 2/12/2025 THROUGH 8/11/2025  
**MUST MEET ALL TERMS:**  
COMPLETE ADDITIONAL SCHOOL BUS DRIVER TRAINING  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: LEGG, RONALD  
ALSDE ID: RWL-0122-0450  
DATE OF ORDER/ACTION: AUGUST 7, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: MCCOY, RICKEYTA CANDACE  
ALSDE ID: RCM-0126-6265  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: MIMS, GUY ARNOLD  
ALSDE ID: GAM-0106-1130  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: MONTGOMERY, MICHAEL DERNARD  
ALSDE ID: MDM-0034-2920  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: MOORE, THOMAS  
ALSDE ID: TLM-0027-3898  
DATE OF ORDER/ACTION: JUNE 26, 2024  
ORDER/ACTION: **DENIED:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE

NAME: NESSMITH CHRISTOPHER STANTON  
ALSDE ID: CSN-0072-5639  
DATE OF ORDER/ACTION: JULY 1, 2024  
ORDER/ACTION: **DENIED:** ALABAMA SUBSTITUTE LICENSE

NAME: SHOEMAKER, KENNY SCOTT  
ALSDE ID: KSS-0124-0209  
DATE OF ORDER/ACTION: JULY 26, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA SUBSTITUTE LICENSE

NAME: STEPHENS, JOHN RANDOLPH  
ALSDE ID: JRS-0030-6237  
DATE OF ORDER/ACTION: AUGUST 7, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE AND ALABAMA BUS DRIVER CERTIFICATE

NAME: THOMAS, JAMAICA LAGAIL  
ALSDE ID: JXT-0120-0368  
DATE OF ORDER/ACTION: AUGUST 7, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA BUS DRIVER CERTIFICATE

NAME: WAYNE, DUSTY DIANE  
ALSDE ID: DDW-0117-7853  
DATE OF ORDER/ACTION: JULY 31, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE THE NASDTEC PREVENTION AND CORRECTION COURSE  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST  
HER CERTIFICATE  
**LETTER OF CAUTION**

City and County Superintendents of Education  
Page 5  
December 9, 2024

NAME: WOODS, STEPHANIE M. MCDERMOTT  
ALSDE ID: SXW-0109-0582  
DATE OF ORDER/ACTION: AUGUST 7, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

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

**FY25-2010**



## **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.