



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

February 5, 2025

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

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

Kelly Mooney  
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: BELGRAVE, ANTAVIOUS EMAR ROBY  
ALSDE ID: ARB-0125-3684  
DATE OF ORDER/ACTION: AUGUST 20, 2024  
ORDER/ACTION: **DENIED: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE**

Allen Long, M.D.  
District VII

NAME: BERRYMAN, AMY FARLEY  
ALSDE ID: ACF-0105-9638  
DATE OF ORDER/ACTION: SEPTEMBER 18, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE**

Wayne Reynolds, Ed.D.  
District VIII

NAME: BOGAN, RONALD D.  
ALSDE ID: RDB-0030-6557  
DATE OF ORDER/ACTION: SEPTEMBER 18, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA PROFESSIONAL EDUCATOR CERTIFICATE, ALABAMA BUS DRIVER CERTIFICATE, AND ALABAMA COURSE PERMIT**

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

NAME: CHEATHAM, MELODIE D'ONNE ARMER  
ALSDE ID: MAC-0038-0656  
DATE OF ORDER/ACTION: AUGUST 26, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
SUBMIT MONTHLY MONITORING REPORTS BY THE THIRD (3RD) DAY OF  
EACH MONTH UNTIL JUNE 30, 2025  
PROVIDE DOCUMENTATION INDICATING COMPLETION OF THE  
CONDITIONS OF YOUR CRIMINAL CASE AND PROBATION  
**REPRIMAND**

NAME: DEMBY, HAROLD CRAIG  
ALSDE ID: HCD-0112-9320  
DATE OF ORDER/ACTION: AUGUST 20, 2024  
ORDER/ACTION: **MUST MEET TERM:**  
COMPLETE A NASDTEC PREVENTION AND CORRECTION COURSE  
**LETTER OF CAUTION**

NAME: EDWARDS, KIMBERLY NICOLE NICHOLS  
ALSDE ID: KNE-0087-2191  
DATE OF ORDER/ACTION: SEPTEMBER 30, 2024  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA  
PROFESSIONAL EDUCATOR CERTIFICATE

NAME: FINKLEA, ANGELA  
ALSDE ID: ANF-0127-1476  
DATE OF ORDER/ACTION: AUGUST 29, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
UPON RENEWAL OF CERTIFICATION (OR APPLICATIONS) UNDERGO  
FINGERPRINTING  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
SUITABILITY  
**LETTER OF CAUTION**

NAME: FORMAN, DANIEL JAMES  
ALSDE ID: DJF-0119-6986  
DATE OF ORDER/ACTION: SEPTEMBER 3, 2024  
ORDER/ACTION: **VOLUNTARY WITHDRAWAL:** ALABAMA TEMPORARY SPECIAL EDUCATION  
CERTIFICATE

NAME: GUIN, ROBERT HEATH  
ALSDE ID: RHG-0037-1931  
DATE OF ORDER/ACTION: SEPTEMBER 19, 2024  
ORDER/ACTION: **MUST MEET TERM:**  
SUBMIT A COMPLETED ALSDE MONITORING REPORT FORM BY THE  
THIRD (3RD) CALENDAR DAY OF EACH MONTH UNTIL DECEMBER 31, 2024  
**LETTER OF CAUTION**

NAME: HAMNER, JACOB SCOTT  
ALSDE ID: JSH-0112-0263  
DATE OF ORDER/ACTION: SEPTEMBER 3, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA PROFESSIONAL EDUCATOR  
CERTIFICATE

NAME: HARRISON, MICHAEL ROGER  
ALSDE ID: MRH-0030-3427  
DATE OF ORDER/ACTION: SEPTEMBER 10, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: HENDERSON, JR., MARVIN MONROE  
ALSDE ID: MMH-0087-6805  
DATE OF ORDER/ACTION: AUGUST 27, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER:** ALABAMA BUS DRIVER CERTIFICATE

NAME: HILL, SHERMAN JAMAL  
ALSDE ID: SXH-0115-3071  
DATE OF ORDER/ACTION: AUGUST 30, 2024  
ORDER/ACTION: **MUST MEET TERM:**  
COMPLETE A CLASSROOM MANAGEMENT COURSE AND AN EDUCATOR  
ETHICS COURSE  
**LETTER OF CAUTION**

NAME: HUDGINS, JAMES JASON  
ALSDE ID: JJH-0109-0045  
DATE OF ORDER/ACTION: AUGUST 21, 2024  
ORDER/ACTION: **MUST MEET TERM:**  
COMPLETE ADDITIONAL ETHICS OR PROFESSIONALISM TRAINING  
**LETTER OF CAUTION**

NAME: HUDSON, RICHARD JAY  
ALSDE ID: RXH-0122-8549  
DATE OF ORDER/ACTION: SEPTEMBER 18, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: HUNT, ROY  
ALSDE ID: RXH-0111-0365  
DATE OF ORDER/ACTION: AUGUST 29, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE TWO TRAINING COURSES ON CLASSROOM MANAGEMENT  
(OR A SIMILARLY APPLICABLE TOPIC)  
UPON RENEWAL OF CERTIFICATION (OR APPLICATIONS) UNDERGO  
FINGERPRINTING  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HIS  
SUITABILITY  
**LETTER OF CAUTION**

NAME: KELLEY, SARAH REAGAN  
ALSDE ID: SRK-0110-3121  
DATE OF ORDER/ACTION: AUGUST 20, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE TEST SECURITY  
SUBMIT MONTHLY STATUS REPORTS ABOUT EMPLOYMENT FOR  
ONE-YEAR BEGINNING 8/20/2024  
COMMIT NO ACT OR ENGAGE IN ANY CONDUCT THAT WOULD GIVE RISE  
TO GROUNDS SUPPORTING DISCIPLINARY ACTION AGAINST HER  
CERTIFICATE  
**LETTER OF REPRIMAND**

NAME: LAWLER, JR., JOHN DAVID  
ALSDE ID: JDL-0115-5567  
DATE OF ORDER/ACTION: AUGUST 27, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL:** ALABAMA SUBSTITUTE LICENSE

NAME: LEE, CHRISTINA OLIVIA  
ALSDE ID: COL-0039-5891  
DATE OF ORDER/ACTION: AUGUST 12, 2024  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN:** ALABAMA  
PROFESSIONAL EDUCATOR CERTIFICATES

NAME: MILLER, RANDY JEROME  
ALSDE ID: RXM-0090-2861  
DATE OF ORDER/ACTION: AUGUST 9, 2024  
ORDER/ACTION: **DENIED: ALABAMA SUBSTITUTE LICENSE**

NAME: MOORE, TERRY G.  
ALSDE ID: TGM-0122-0317  
DATE OF ORDER/ACTION: AUGUST 21, 2024  
ORDER/ACTION: **VOLUNTARY SURRENDER: ALABAMA BUS DRIVER CERTIFICATE**

NAME: MOSES, ROBERT MATTHEW  
ALSDE ID: RMM-0120-1133  
DATE OF ORDER/ACTION: AUGUST 27, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
PROVIDE A MONTHLY MONITORING UPDATE TO THE ALSDE BY THE  
THIRD (3RD) DAY OF EACH MONTH UNTIL SEPTEMBER 25, 2024  
COMPLY WITH FOLLOW UP, AS DESCRIBED BY THE SUBSTANCE ABUSE  
PROFESSIONAL'S EVALUATION JUNE 11, 2024  
NOTIFY THE ALSDE OF ANY SUBSEQUENT POSITIVE DRUG TEST  
IF THE RESPONDENT DOES NOT COMPLY WITH THE CONDITIONS, THE  
RESPONDENT'S ALABAMA BUS DRIVER CERTIFICATION MAY BE  
SUSPENDED IR REVOKED WITHOUT FURTHER NOTICE

NAME: RAGLAND, MARQUIZE  
ALSDE ID: MXR-0106-7210  
DATE OF ORDER/ACTION: NOVEMBER 21, 2024  
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER  
CERTIFICATE**

NAME: THOMPSON, MICHAEL DAVID  
ALSDE ID: MDT-0114-3124  
DATE OF ORDER/ACTION: AUGUST 29, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE**

NAME: WAID, WINSTON  
ALSDE ID: WXW-0113-2071  
DATE OF ORDER/ACTION: AUGUST 29, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE**

NAME: WASHINGTON, ARKEUNTREZ  
ALSDE ID: AXW-0121-5162  
DATE OF ORDER/ACTION: SEPTEMBER 9, 2024  
ORDER/ACTION: **DENIED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA BUS DRIVER  
CERTIFICATE**

NAME: WATTS, JONATHON MICHAEL  
ALSDE ID: JMW-0124-6121  
DATE OF ORDER/ACTION: SEPTEMBER 9, 2024  
ORDER/ACTION: **SUSPENDED UNTIL WHEREABOUTS BECOME KNOWN: ALABAMA  
SUBSTITUTE LICENSE**

NAME: WEST, JR., ALVIN  
ALSDE ID: AXW-0038-5142  
DATE OF ORDER/ACTION: AUGUST 20, 2024  
ORDER/ACTION: **MUST MEET ALL TERMS:**  
COMPLETE A BOUNDARIES 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: WILLIAMS, III, JOSEPH  
ALSDE ID: JXW-0125-1057  
DATE OF ORDER/ACTION: AUGUST 8, 2024  
ORDER/ACTION: **DENIED: ALABAMA BUS DRIVER CERTIFICATE**

NAME: WINGARD, JAMES  
ALSDE ID: JXW-0109-9888  
DATE OF ORDER/ACTION: AUGUST 8, 2024  
ORDER/ACTION: **REVOKED AND NON-RENEWAL: ALABAMA BUS DRIVER CERTIFICATE**

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

**FY25-2022**



## 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, 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.