

The actions delineated below were taken in open session of the EPSB at the December 12, 2016, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3rd Floor, Frankfort, KY 40601

**Education Professional Standards Board (EPSB)
Summary Minutes of the Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Call to Order

Vice-Chair David Whaley called the meeting to order at 10:00 a.m. EST.

Swearing-In and Introduction of New EPSB Member

Board secretary Ashley Abshire swore in new EPSB member Tracy Adams. Ms. Adams then introduced herself to the Board.

Roll Call

The following Board members were present during the December 12, 2016, EPSB meeting: Tracy Adams, Rob Akers, Sarah Burnett, Rachel Colyer, Tolya Ellis, Casey Gesenhues, Donna Hedgepath, David Graham, R. Daniel Morgan, Jay Morgan, William Owens, Sherry Powers, Stephen Pruitt, Sandra Ramsey, Thomas Salyer, and David Whaley. Ashley Fishback was absent.

Open Speak

There were no requests for Open Speak.

Approval of Consent Items

2016-057

Motion made by Dr. Sherry Powers, seconded by, Mr. Rob Akers, to approve the following items on the consent agenda:

Approval of October 10, 2016, EPSB Special Meeting Minutes

Approval of Educational Development Associates' Training Course

Vote: *Unanimous*

Report of the Executive Director

Report from the Kentucky Department of Education

In addition to submitting a written report to the Board, Commissioner Stephen Pruitt reported the Kentucky Board of Education (KBE) is working to build a new accountability system. The Systems Integration Work Group met November 30 - December 1, 2016, in Frankfort to discuss recommendations for Kentucky's new accountability system. The Systems Integration Work Group will take all recommendations from the individual work groups and develop them into a coherent accountability system, which is scheduled to be presented to the Accountability Steering Committee on January 9-10, 2017. The Accountability Steering Committee will in turn,

make recommendations on the overall system to the Commissioner, who will then bring recommendations to KBE for approval of changes in the accountability system. Dr. Pruitt also informed the Board that KBE published its legislative agenda. The agenda included charter school framework should charter schools become a reality in Kentucky.

Report from the Council on Postsecondary Education

In addition to a written report submitted to the Board, Dr. Jay Morgan reported that CPE will be working on changes to the college admission regulation with EPSB staff and deans from the colleges of education.

Strategic Plan Update

A written report was provided to the Board.

2015-2016 SB1 (2009) Training Compliance Update

A written report was provided to the Board.

Request for Pre-Service Teacher Participants, KEDC

Executive Director Adams reported that the Kentucky Educational Developmental Corporation (KEDC) recently received two grants from the Kentucky Board of Education. These grants combine to a total award of over \$10 million dollars. He stated that KEDC asked the EPSB to allow teacher candidates to receive a stipend for their classroom work experiences and to allow the same time to be counted toward their 200 clinical hours and possibly student teaching.

For clarification, Mr. Adams informed the Board that the EPSB did not have a regulation that prohibited an educator preparation provider from providing credit to a teacher candidate who had completed field experience and received compensation from an institution; however, the EPSB had directed individuals not to allow teacher candidates to receive compensation for the 200 clinical hours based on an opinion of the Office of Attorney General (OAG) from April 2, 1963, dealing with student teaching. He said that after reviewing this opinion, EPSB staff believed that there was reasonable argument that this particular situation did not entirely apply to that opinion. Additionally, Mr. Adams said that given the date of the opinion and the changes to state and federal law in the last 53 years he directed General Counsel Lisa Lang to ask the OAG to review this opinion. Depending on the response that the EPSB receives, he said that he would direct staff to reconsider the current advice and, if necessary, make changes.

Executive Director Adams also stated that this practice may be an unintended obstacle to teacher recruitment and district innovation. He had spoken with counterparts across the country and these counterparts said this was a belief that persisted but no data supported the practices. He said that some states were considering that candidates be paid for student teaching. At this time, Mr. Adams said the EPSB was waiting on an OAG response, and then EPSB staff would work on a proper response. In the meantime, Mr. Adams said the EPSB would be working with KEDC as to how KEDC could accomplish its task of awarding candidates with financial compensation through offsetting tuition which currently takes place.

Other Updates

State Authorization Reciprocity Agreement (SARA) update:

Executive Director Adams explained that SARA is an agreement among member states, districts, and territories that establishes comparable national standards for interstate offering of postsecondary distance education courses and programs. It is intended to make it easier for students to take online courses offered by postsecondary institutions based in another state. SARA is overseen by a national council and administered by four regional education compacts. The 2016 General Assembly passed a bill that went into effect December 1, 2016, allowing Kentucky to become a part of SARA. This will make it possible for education preparation providers in Kentucky to operate in other states and make it possible for educator preparation programs in other states to operate in Kentucky. The EPSB plan is to continue utilizing the EPSB's existing regulation for out-of-state program approval. Out-of-state program providers must demonstrate to the EPSB how they will meet 16 KAR 4:030, 16 KAR 5:010, 16 KAR 5:020, and 16 KAR 5:040. Mr. Adams said while the EPSB is working to approve out-of-state providers, it will be reviewing the regulations and document what changes may need to occur in order to better meet the needs of Kentucky residents and the students that it serves. He further informed the Board that by accepting teacher leader masters' recommendations at its December meeting the EPSB will need to open, review, and possibly revise some regulations. During review of the regulations, the EPSB will have the opportunity to make necessary changes to reflect a better process to address SARA states if necessary.

National Board for Professional Teaching Standards Program update:

Supporting Effective Educator Development (SEED) Grant Director Ms. Suzanne Farmer gave an update on the National Board for Professional Teaching Standards (NBPTS) program. She gave 2016 statistics in Kentucky to include the following: 101 teachers renewed their National Board Certified Teaching certificate. The total number of National Board Certified Teachers in Kentucky is 3,292. Kentucky ranks 5th nationally for the number of candidates in the system.

Staff Recognition

Executive Director Adams recognized legal staff for their hard work in reducing the number of backlog complaints by 70% over the last 18 months. He said that it is likely that this year, despite not being fully staffed, more cases will be closed than over the past 6 years.

Mr. Adams recognized Executive Staff Advisor Marcie Lowe whose retirement was effective December 31, 2016. He thanked Ms. Lowe for her service to the Commonwealth, to the Board, and to the students and educators of Kentucky.

Report of the Chair

Report from the Nominating Committee

Nominating Committee Chair David Graham stated that the nomination committee nominated Dr. David Whaley as EPSB chair. No further nominations were made for EPSB chair.

Motion by Mr. Akers, seconded by Ms. Tolya Ellis, to approve the nomination.

Vote: *Unanimous*

Mr. Graham stated that the nomination committee nominated Mr. Rob Akers for EPSB vice chair. No further nominations were made for EPSB vice chair. Mr. Akers was elected as vice chair.

Report from the Evaluation of the Executive Director Committee

The members of the Evaluation of the Executive Director Committee were Dr. Donna Hedgepath, Mr. David Graham, and Dr. David Whaley. Dr. Whaley reported that after a thorough review, the Board's evaluation committee found that Executive Director Jimmy Adams is highly successful, innovative, forward thinking, and strategic in his work. Dr. Whaley said, "His responsibilities are complex and his constituents are many, yet, he has managed to be highly visible to enhance communication to positively address many of the more controversial or contentious issues and to move the agency ahead in a highly positive fashion." Dr. Whaley continued by reporting that anecdotal information received on the efforts of Mr. Adams during this past year was complimentary of him as the agency leader and as a visionary for the future of the EPSB. In his closing comments, Dr. Whaley said, "He is to be commended for the progress which he and the EPSB staff have made in a relatively short time period that he has been executive director. He is a very staff friendly leader and is building a very cooperative and engaged community of employees. The members of the evaluation committee were unanimous in their support of Mr. Adams in his leadership of the EPSB during this past year."

2016-058

Motion made by Dr. Powers, seconded by Dr. Morgan, to approve the report of the evaluation committee.

Vote: *Unanimous*

Recognition of Out-Going EPSB Members

Former EPSB Chair Anthony Strong was recognized. He thanked the Board for the recognition as it was a very distinct honor to serve on the EPSB. Dr. Cassandra Webb and Ms. Sandy Sinclair-Curry were also recognized but were not in attendance.

Information/Discussion Items

Awarded Contracts

Executive Director Adams informed the Board of two contracts that were awarded for the SEED grant – Oldham County Schools and Floyd County Schools.

16 KAR 6:020. Writing Examination Prerequisites for Occupation-Based Career and Technical Education Teachers, Amendment, Notice of Intent

Commissioner Stephen Pruitt and Associate Commissioner Laura Arnold reported on proposed

amendments to 16 KAR 6:020. Commissioner Pruitt said that career and technical education (CTE) was a priority at KDE as it presented more opportunities for kids. Associate Commissioner Arnold stated that 16 KAR 6:020 provided guidance and oversight over the certification process for occupation-based CTE teachers. The proposed amendments provide clarity regarding the assessment requirements for occupation-based teacher certification within CTE. Ms. Arnold stated that prior to interviewing and prior to the certification process, teacher candidates must show mastery within the academic foundation. The Compass assessment had been used to show this mastery but was being phased out. As a result, KDE staff made recommendations to include ACT, SAT, Coyote, and GED college readiness exams in lieu of the Compass assessment. Board member William Owens asked how these changes could affect small districts. Ms. Arnold stated that the Compass assessment was the existing academic assessment so these assessment recommendations were necessary, as the Compass assessment was no longer available. Small districts should not be impacted by the change.

Action Items

16 KAR 6:010. Statement of Consideration and Amended after Comments

2016-059

Motion made by Ms. Sandy Ramsey, seconded by Dr. Powers, to approve the Statement of Consideration and Amended After Comments Regulation.

Vote: *Unanimous*

16 KAR 7:010. Statement of Consideration and Amended after Comments

2016-060

Motion made by Ms. Sarah Burnett, seconded by Mr. David Graham, to approve the Statement of Consideration and Amended After Comments Regulation.

Vote: *Unanimous*

16 KAR 1:030. Statement of Consideration and Amended after Comments

2016-061

Motion made by Ms. Ramsey, seconded by Ms. Casey Gesenhues, to approve the Statement of Consideration and Amended After Comments Regulation.

Vote: *Unanimous*

16 KAR 4:040, 16 KAR 4:080, 16 KAR 4:090. Certification Fees, Reissuance, and Recency, Amendment, Final Action

2016-062

Motion made by Mr. Graham, seconded by Ms. Gesenhues, to approve the proposed amendments to 16 KAR 4:040, 16 KAR 4:080, and 16 KAR 4:090.

Vote: *Unanimous*

Approval of Charter for Ad Hoc Committee to Review Expanding Certificate Options for Rank II

2016-063

Motion made by Mr. William Owens, seconded by Ms. Burnett, to approve the charter for an Ad Hoc Committee to review expanding certificate options for Rank II.

Vote: *Unanimous*

16 KAR 1:010. Standards for Certified School Personnel, Amendment, Final Action

2016-064

Motion made by Ms. Ramsey, seconded by Ms. Tolya Ellis, to approve the proposed amendments to 16 KAR 1:010.

Vote: *Unanimous*

Teacher Leader Masters Recommendations

2016-065

Motion made by Dr. Morgan, seconded by Mr. Graham, to approve the teacher leader masters' recommendations.

Vote: *Unanimous (Dr. Powers recused)*

Waivers

16 KAR 9:080. Request to Waive Language Pertaining to Observation of Teacher Candidates, University of Kentucky

2016-066

Motion made by Dr. Donna Hedgepath, seconded by Mr. Graham, to approve the waiver request.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Language Pertaining to Student Teaching Experience, Dean Mary John O'Hair on Behalf of Tara Bray

2016-067

Motion made by Mr. Owens, seconded by Ms. Burnett, to approve the waiver request for Ms. Tara Bray.

Vote: *Unanimous*

16 KAR 5:040. Request to Waive Language Pertaining to Student Teaching Experience, Dean Mary John O'Hair on Behalf of Hunter Lloyd

2016-068

Motion made by Mr. Ramsey, seconded by Ms. Gesenhues, to approve the waiver request.

Vote: *Unanimous*

16 KAR 3:020. Request to Waive Language Pertaining to the Supervisor of Instruction Certification, Beth Morgan-Cook

2016-069

Motion made by Mr. Akers, seconded by Mr. Graham, to deny the waiver request.

Vote: *Unanimous*

16 KAR 5:060. Literacy Program Requirements for Middle School, High School, Grades 5-12, and Grades P-12 Certification Programs

2016-070

Motion made by Ms. Ellis, seconded by Ms. Ramsey, to approve the waiver request.

Vote: *Unanimous*

16 KAR 2:120. Request to Waive Language Pertaining to Grade Level Requirements, Bell County

2016-071

Motion made by Mr. Tom Salyers, seconded by Ms. Gesenhues, to approve the waiver request.

Vote: *Unanimous (Ms. Sandy Ramsey recused)*

16 KAR 4:030. Request to Waive Language Pertaining to the Out-of-State Online Requirements, Ms. Kristin Ballard

2016-072

Motion made by Dr. Hedgepath, seconded by Ms. Burnett, to deny the waiver request.

Vote: *Unanimous*

Board Comments

There were no Board comments.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW**

December 12, 2016

Motion made by Ms. Casey Gesenhues, seconded by Mr. Daniel Morgan, to go into closed session to conduct a character and fitness review and to review potential actions relating to complaints and reports in accordance with KRS 61.810(1) (c) & (j).

Vote: *Unanimous*

Motion made by Mr. Rob Akers, seconded by Mr. David Graham, to return to open session.

Vote: *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Tracy Adams, Rob Akers, Sarah Burnett, Rachel Colyer, Tolya Ellis, Casey Gesenhues, David Graham, Donna Hedgepath, Daniel Morgan, William Owens, Sherry Powers, Sandra Ramsey, Thomas Salyer, and David Whaley.

Attorneys present were Shuo Han, Lisa Lang, Eric Ray, Hannah Satram-Hale, Cassie Trueblood and Chelsea Young.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1608505	Defer for training
160513	Admonishment
1610817	Admonishment
1609653	Admonishment
1609633	Defer for training
1609661	Defer for training
1608499	Hear
1608497	Hear
1609641	Hear
1608495	Admonishment
1609647	Admonishment
1608501	Hear
1609645	Hear
1609651	Hear
1608503	Hear
1608577	Hear
1608511	Hear
1608521	Admonishment
1608519	Admonishment
1608579	Dismissed
1609657	Dismissed
1609629	Hear
1609631	Defer for training
1607467	Hear
1608517	Hear
1506431	Hear
1608507	Hear
1609703	Dismissed
1608551	Defer for training
1608549	Defer for training

1608545	Defer for training
1608543	Defer for training
1609713	Defer for training
1609685	Defer for training
1609687	Defer for training
1609699	Defer for training
1610779	Defer for training
1609675	Defer for training
1609673	Defer for training
1609671	Defer for training
1609677	Defer for training
1608567	Defer for training
1608571	Defer for training
1609683	Defer for training
1609681	Defer for training
1609711	Defer for training
1608626	Defer for training
1609709	Defer for training
1609701	Dismissed
1608553	Dismissed
1609695	Defer for training
1609707	Defer for training
1608573	Defer for training
1609689	Defer for training
1609691	Defer for training
1608565	Defer for training
1608555	Defer for training
1608557	Defer for training
1608559	Defer for training
1608561	Defer for training
1608541	Defer for training
1609693	Defer for training
1608531	Defer for training
1608539	Defer for training
1609663	Defer for training
1608537	Defer for training
1608547	Defer for training
1609669	Defer for training
1610799	Hear
1608509	Hear
1609637	Hear
1609643	Defer for training
1608523	Defer for training
1608515	Hear
1609659	Hear
1609635	Defer for training

1608525	Defer for training	
1609655	Admonishment	
1608527	Admonishment	
1608529	Admonishment	
1610839	Dismissed	
1610833	Dismissed	(Ms. Ramsey recused)
160275	Dismissed	
1607459	Dismissed	

Character/Fitness Review

<u>Case Number</u>	<u>Decision</u>
161281	Approve
161266	Approve
161150	Approve
161309	Approve
161291	Approve
161209	Approve
161348	Deny
161255	Approve
161257	Approve
161258	Approve
161259	Approve
161261	Approve
161274	Approve
161253	Approve
161262	Approve
161278	Approve
161270	Approve
161282	Approve
161292	Approve
161310	Approve
161092	Approve
161306	Approve
161311	Approve
161313	Defer
16319	Deny
161326	Approve
161036	Deny
161328	Deny
161333	Deny
161335	Approve
161346	Approve
161350	Approve
161003	Approve
161280	Approve

1678	Approve
161298	Approve
161141	Approve
161336	Deny

Agreed Orders

Case Number

Decision

1408625 Arin Staples

Accept Agreed Order permanently revoking Certificate number 200127766. Staples shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Staples shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1605291 Lainie Miller

Accept Agreed Order suspending Certificate number 000069779, including any and all endorsements, for a period of forty five (45) days beginning June 15, 2017 through July 30, 2017. Upon acceptance of this agreement by the Board, Miller shall immediately surrender the original and all copies of his certificate, by personal deliver or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Upon the Board's acceptance of this Agreed Order, Certificate Number 000069779 and any future endorsements or new areas of certification, shall be on probation for a period of three (3) years and subject to the following probationary conditions:

1. Miller shall undergo a comprehensive substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, by August 1, 2017. Miller shall also submit written proof to the Board that she

has complied with the assessment process and has successfully completed any and all treatment recommendations, if any, by the end of the probationary period. If Miller is not able to complete all treatment recommendations by the end of the probationary period, she shall submit written progress reports from her chemical dependency counselor on January 1st and July 1st until such time as the counselor releases him from treatment. Each progress report shall certify that Miller is continuing to comply with any and all treatment recommendations, and that she remains fit and competent to fulfill her duties as an educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Miller.

2. Miller shall submit written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel by August 1, 2017. Any expense for said training shall be paid by Miller.
3. In accordance with KRS 161.175, Miller shall submit to random drug testing during the probationary period, to be administered by a provider approved by the Board, and shall receive no drug test positive for illegal substances or in excess of therapeutic levels generally acceptable in the medical community. Any expense required for the drug testing shall be paid by Miller; and
4. Miller shall not be convicted of any crime involving the use and/or possession of any controlled substance or alcohol during the probationary period. Miller shall submit a copy of her current criminal record, as prepared by the Kentucky State Police, by July 1st of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Miller.

Should Miller fail to satisfy any of the above conditions, certificate number 000069779 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

Miller is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions

Vote: *Unanimous*

1503110 Raymond McWhorter

Accept Agreed Order suspending Respondent's Professional Certificates for Instructional Leadership-Supervisor of Instruction, Instructional Leadership-Principal, and Director of Pupil Personnel, Level II associated with Certificate Number 200165112 for a period of two (2) years. McWhorter shall neither apply for, nor be issued an administrative certificate during the two year suspension.

Furthermore, upon acceptance of this agreement by the Board, McWhorter is admonished for using a school issued phone to take pornographic photographs, for transferring pornographic photographs using the school email and server, and for inappropriate communications during school hours. This conduct is unbecoming an educator and administrator and the Board reminds McWhorter that the principal of a school must create and foster an environment in which staff can work together effectively. He must strive to uphold the responsibilities of his profession by maintaining a positive environment for all. The Board expects McWhorter to uphold the Professional Code of Ethics and will tolerate no further incidents of misconduct by McWhorter.

Upon acceptance of this agreement by the Board, Certificate Number 200165112 shall be on probation for a period of five (5) years subject to the following probationary conditions:

- 1) By August 31, 2017, McWhorter shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, with an emphasis on professionalism, as approved by the Board. Any expense required for said training shall be paid by McWhorter. If McWhorter fails to satisfy this condition, Certificate Number 200165112 shall automatically be suspended until McWhorter completes the required training and provides the appropriate written proof to the Board.

- 2) During the probationary periods, McWhorter shall not receive any disciplinary action for conduct unbecoming from any school district in the Commonwealth of Kentucky. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If McWhorter fails to satisfy this condition, Certificate Number 200165112 shall automatically be suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

McWhorter is aware that should he violate KRS 161.120, either during or following his five (5) year probationary period, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1605331 Jennifer Skidmore

Accept Agreed Order admonishing Skidmore for failing to timely report suspected abuse to the appropriate authorities. Although Skidmore took the child to the nurse when she initially found bruising on the child, she did not report the suspected abuse to the proper authorities until almost two weeks later. The Board reminds Skidmore that as a certified educator in the Commonwealth of Kentucky she has a duty to uphold the professional Code of Ethics in the future. Skidmore failed in this duty when she did not timely report suspected child abuse to the proper authorities. The Board will tolerate no further acts of misconduct by Skidmore.

Skidmore is not currently teaching and has no immediate plans to return to the classroom, however, should Skidmore decide to return to the classroom in the future, Skidmore shall comply with the following condition prior to accepting a certified position:

- 1) Skidmore must provide written proof that she has completed twelve (12) hours of professional development/training in the area of classroom management. Should Skidmore fail to fulfill this

condition, Certificate Number 200235208 shall be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by Skidmore

Skidmore is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1305335 Shawn Staggs Accept Agreed Order stating that Staggs shall neither apply for nor be issued any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Staggs, or on his behalf, shall be denied.

Vote: *Unanimous*

1605305 James Burt Accept Agreed Order stating that Burt voluntarily, knowingly, and intelligently surrenders his Certificate Number 000048271 and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Burt shall surrender the original Certificate and all copies to EPSB, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1607439 Robert Oldfield Accept Agreed Order permanently revoking Certificate Number 200184737. Oldfield shall neither apply for, nor be issued, a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Oldfield shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1408530 Michael Henke Accept Agreed Order admonishing Henke for his lack of professional judgment in interactions with students. As an education professional, it is Henke's responsibility to use

reasonable thinking when demonstrating exercises and getting the attention of students. The Board will tolerate no further misconduct from Henke.

Additionally, by July 1, 2017, Henke shall submit written proof that he has completed six (6) hours of professional development/training in the area of student and teacher boundaries or classroom management, as approved by the Board. Any expense incurred shall be paid by Henke.

If Henke fails to satisfy these conditions, certificate number 200001896 shall be automatically suspended until Henke completes the requirements and has submitted the appropriate written proof to the Board.

Vote: *Unanimous*

160257 Mary Wilson

Accept Agreed Order stating that by December 1, 2016, Wilson shall provide written proof to the Board that she has completed professionalism training, as approved by the Board. Wilson shall pay any expense incurred. If Wilson fails to satisfy this condition by December 1, 2016, Certificate Number 000068000 shall be administratively suspended until such condition is satisfied.

Wilson is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

130175 Brandon Bax

Accept Agreed Order admonishing Bax for neglect of duty, and for failing to exemplify behaviors which maintain the dignity and integrity of the profession. Driving under the influence is an especially dangerous activity that demonstrates a strong disregard for the health, welfare, and safety of others. The Board reminds Bax that he is expected to complete his professional responsibilities sufficiently no matter what circumstances he is dealing with in his personal life, and if he is unable to perform his duties effectively, to take the necessary steps to use the

appropriate leave time. The Board will not tolerate any further incidents of misconduct by Bax.

Bax is not currently employed as an educator in Kentucky and has no immediate plans to return to the profession and/or to renew his certificate. However, prior to renewing Certificate Number 200303615 and/or applying for additional certification in Kentucky, Bax shall comply with the following conditions:

1. Bax shall provide written proof to the Board, dated within the month prior to the date of his application for renewal or additional certification, that he has complied with a comprehensive alcohol abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with all treatment recommendations. Bax shall pay any expense incurred.
2. Bax shall provide a state and federal criminal background report dated within the month prior to the date of his application for renewal or additional certification to the Board. Bax shall have no pending charges or further criminal convictions involving alcohol or endangering the lives of others. Bax shall pay any expense incurred.
3. Bax shall provide written proof to the Board that he has completed professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Bax shall pay any expense incurred.

If Bax fails to satisfy the above conditions prior to renewing Certificate Number 200303615 and/or applying for additional certification, then his application for renewal and/or additional certification shall be denied.

Furthermore, any and all certificates issued to Bax shall be subject to the following probationary conditions:

1. Bax shall provide to the Board by January 1st and July 1st of each year in which he holds an active certificate, documentation from his current treatment provider or Alcoholics Anonymous sponsor that he is maintaining sobriety and is still seeking support and continued assistance in maintaining his sobriety. Bax shall pay any expense incurred. If Bax fails to submit the required documentation by the above dates, any and all certificates shall be administratively suspended until such condition is satisfied.
2. Bax shall submit to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Bax shall pay any expense incurred. If Bax fails to satisfy this condition, any and all certificates shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.
3. Bax shall not receive any disciplinary action involving neglect of duty or conduct unbecoming from any school district in which he is employed. If Bax fails to satisfy this condition, any and all certificates shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a

termination, suspension or public reprimand shall be considered a violation of this condition.

Bax is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF16539 Spencer Sullivan

Accept Agreed Order admonishing Sullivan for supplying alcohol to a minor and for possessing marijuana. The Board acknowledges that mistakes will be made, but educators are held to a very high standard of conduct both in and out of the classroom. The Board reminds Sullivan that obtaining a certificate is a privilege, and he should refrain from conduct that reflects poorly on the education profession in the future.

Upon acceptance of this agreement by the Board, Sullivan shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Sullivan shall submit written proof to the Board that he has completed training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Sullivan shall pay any expense incurred.
2. Sullivan shall submit written proof to the Board, from a Kentucky licensed/certified chemical dependency counselor, as approved by the Board that he has completed a comprehensive alcohol/substance abuse assessment and is compliant with all treatment recommendations. Sullivan shall pay any expense incurred.

Any and all certificates issued to Sullivan shall be subject to the following conditions:

1. If the evaluating chemical dependency counselor recommends ongoing treatment, Sullivan shall submit quarterly written progress reports to the Board from his chemical dependency counselor until he is released from treatment. Sullivan shall pay any expense incurred. Failure to comply with

this condition will result in the administrative suspension of his certificate until such condition is satisfied.

2. Sullivan shall have no further criminal convictions. If Sullivan is convicted of, or enters a guilty or no contest plea, to any criminal charge other than minor traffic violations, he shall submit this information to the Board, in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. Failure to comply with this condition will result in the administrative suspension of his certificate pending Board review and disposition.
3. With any application for renewal of a certificate and/or with any application for an additional certificate, Sullivan shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts. Sullivan shall pay any expense incurred. Failure to comply with this condition will result in the denial of his application for renewal and/or additional certification.
4. For a period of five (5) years from the date of issuance of the first certificate, Sullivan shall submit to random drug testing, to be administered by a provider approved by the Board, and shall receive no drug test that is positive for alcohol or any illegal substance or that is in excess of therapeutic levels generally accepted in the medical community. Sullivan shall pay any expense incurred. Failure to comply with this condition will result in the automatic suspension of his certificate for a period of thirty (30) days, and subject to additional sanctions by the Board pursuant to KRS 161.120.
5. For a period of five (5) years from the date of issuance of the first certificate, Sullivan shall receive no disciplinary action for violation of the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. Failure to comply with this condition will result in the automatic suspension of his certificate for a period of thirty (30) days, and

subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Vote: *Unanimous*

1602163 Bonnie Schaad

Accept Agreed Order stating that Schaad has retired and has no immediate plans to return to the education profession. However, if Schaad returns to the Kentucky public school system in any capacity that requires certification, she shall first comply with the following conditions:

1. Schaad shall provide written proof to the Board that she has completed professional development or training on educator ethics, as approved by the Board. Schaad shall pay any expense incurred. If Schaad fails to satisfy this condition prior to accepting certified employment, Certificate Number 200169322 shall be administratively suspended until such condition is satisfied.
2. Schaad shall provide written proof to the Board that she has completed professional development or training on professionalism, as approved by the Board. Schaad shall pay any expense incurred. If Schaad fails to satisfy this condition prior to accepting certified employment, Certificate Number 200169322 shall be administratively suspended until such condition is satisfied.
3. Schaad shall provide written proof to the Board that she has completed professional development or training on special education documentation, as

approved by the Board. Schaad shall pay any expense incurred. If Schaad fails to satisfy this condition prior to accepting certified employment, Certificate Number 200169322 shall be administratively suspended until such condition is satisfied.

Upon returning to the Kentucky public school system, Certificate Number 200169322 shall be subject to the following probationary condition:

4. Schaad shall not receive any disciplinary action for incompetency or neglect of duty from any school district in which she is employed. If Schaad fails to satisfy this condition, Certificate Number 200169322 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.

Schaad is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1306444 Mark Thomas

Accept Agreed Order suspending Certificate Number 000020402 from July 1, 2013 through June 30, 2014. In addition, Certificate Number 000020402, shall be subject to the following probationary conditions:

1. By December 1, 2017, Thomas shall provide written proof to the Board that he has completed training in the area of educator ethics, as approved

by the Board. Thomas shall pay any expense incurred. If Thomas fails to satisfy this condition by December 1, 2017, Certificate Number 000020402 shall be administratively suspended until such condition is satisfied.

2. By December 1, 2017, Thomas shall provide written proof that he has completed training in the area of professionalism and/or successful leadership, as approved by the Board. Thomas shall pay any expense incurred. If Thomas fails to satisfy this condition by December 1, 2017, Certificate Number 000020402 shall be administratively suspended until such condition is satisfied.

Thomas is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1508593 Joseph Frech

Accept Agreed Order admonishing Frech for failing to take reasonable measures to protect the health, safety, and emotional well-being of his students. A teacher may not use force, which is outside the limits of their restraint training. The Board will not tolerate any further incidents of misconduct by Frech.

1. By January 31, 2017, Frech shall provide written proof to the Board that he has had an assessment for anger management and completed any and all recommendations made by the counselor. Any expense for this assessment and any recommendations shall be paid by Frech. If Frech fails to satisfy this condition, Certificate Number 201137134 shall be automatically suspended until Frech completes the assessment and any recommendations and provides the appropriate written proof to the Board.
2. By January 31, 2017, Frech shall provide written proof to the Board that he has completed professional development/training in the area of classroom management, with an emphasis on de-escalation, as approved by the Board. Any expense for this professional development/training shall be paid by Frech. If Frech fails to satisfy this condition, Certificate Number 201137134 shall be

automatically suspended until Frech completes the required training and provides the appropriate written proof to the Board.

Vote: *Unanimous*

1303223 Bryan Warner

Accept Agreed Order admonishing Warner for conduct unbecoming a teacher, specifically, for calling a student a name under his breath. The Board reminds Warner that as a certified educator in the Commonwealth of Kentucky, he has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Warner.

Warner resigned from his teaching position and Certificate Number 201153451 is expired. Warner has no immediate plans to return to the classroom, however, should Warner decide to return to the classroom in the future, Warner shall comply with the following condition prior to renewing Certificate Number 201153451 and accepting a certified position:

1. Warner shall provide written proof to the Board that he has attended twelve (12) hours of training on the Professional Code of Ethics with an emphasis on classroom management. Any expense involved in meeting this requirement shall be paid by Warner. If Warner fails to satisfy this condition, Certificate Number 201153451 shall not be renewed until the condition is met.

Furthermore, Certificate Number 201153451 shall be on lifetime probation with the following condition:

1. During the probationary period, Warner shall not receive any disciplinary action for conduct unbecoming a teacher. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested by either tribunal/ or arbitration process. If Warner fails to satisfy this condition, Certificate

Number 201153451 shall be automatically and permanently revoked.

Vote: *Unanimous*

1412874 Brittany Perez

Accept Agreed Order stating that Perez shall provide the Board with written evidence from a Kentucky licensed and/or certified physician, as approved by the Board that she is fit to return to the classroom. Any expense for the assessment and/or written reports shall be paid by Perez.

Upon acceptance of this agreement by the Board, Certificate Number 000069616 shall be on two (2) year probation and subject to the following probationary condition:

Perez shall submit semiannual written progress reports, by January 31st and July 31st of each year, from her treatment provider stating that she is maintaining the counseling relationship and following all treatment recommendations until such time as the counselor releases her from treatment. Any expense for the treatment and written reports shall be paid by Perez. If Perez fails to satisfy this condition, certificate number 000069616 shall be automatically suspended until Perez submits the required written documentation to the Board.

Perez is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1607451 John Stinson

Accept Agreed Order admonishing Stinson for neglect of duty, specifically for engaging in romantic encounters on district property. The Board reminds Stinson that as a certified educator in the Commonwealth of Kentucky he has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Stinson and the Board expects Stinson to uphold the Professional Code of Ethics in the future.

Upon acceptance of this agreement by the Board, Certificate Number 000009393 shall be on probation for a

period of five (5) years subject to the following probationary conditions:

- 1) By July 31, 2017, Stinson shall submit written proof to the Board that he has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Stinson. If Stinson fails to satisfy this condition, Certificate Number 00009393 shall automatically be suspended until Stinson completes the required training and provides the appropriate written proof to the Board.
- 2) During the probationary period, Stinson shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky for neglect of duty. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Stinson fails to satisfy this condition, Certificate Number 00009393 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

Stinson is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1607449 Nora Hageman

Accept Agreed Order admonishing Hageman for neglect of duty, specifically for engaging in romantic encounters on district property. The Board reminds Hageman that as a certified educator in the Commonwealth of Kentucky she has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Hageman and the Board expects Hageman to uphold the Professional Code of Ethics in the future.

Hageman is not currently teaching and has no immediate plans to return to the classroom. Should Hageman decide to return to the classroom at some point in the future, she must comply with the following condition prior to accepting a certified teaching position:

Hageman shall submit written proof to the Board that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required for said training shall be paid by Hageman. If Hageman fails to satisfy this condition, Certificate Number 201155860 shall automatically be suspended until Hageman completes the required training and provides the appropriate written proof to the Board.

Upon acceptance of a certified teaching position in the Commonwealth of Kentucky, Certificate Number 201155860 shall be on probation for a period of five (5) years subject to the following probationary condition:

During the probationary period, Hageman shall not receive any disciplinary action from any school district in the Commonwealth of Kentucky for neglect of duty.

“Disciplinary action” is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Hageman fails to satisfy this condition, Certificate Number 201155860 shall automatically be suspended pending review by the Board and subject to additional sanctions by the Board pursuant to KRS 161.120.

Hageman is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1307559 Carl Gross

Accept Agreed Order stating that Gross voluntarily, knowingly, and intelligently surrenders his teaching certificate, number 201121207, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Gross shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, KY 40601

Vote: *Unanimous*

1408560 Weylin Fairchild

Accept Agreed Order admonishing Fairchild for conduct unbecoming a teacher, specifically for signing correspondence with students and referring to himself as “gossip boy xoxo”. The Board reminds Fairchild that as a certified educator in the Commonwealth of Kentucky, he has a duty to uphold the Professional Code of Ethics in the future. The Board will not tolerate any other incidents of misconduct by Fairchild.

Fairchild resigned from his teaching position to pursue a career in finance. Fairchild has no immediate plans to return to the classroom, however, should Fairchild decide to return to the classroom in the future, Fairchild shall comply with the following condition prior to accepting a certified position in the Commonwealth of Kentucky:

1. Fairchild shall provide written proof to the Board that he has attended twelve (12) hours of training on the Professional Code of Ethics with an emphasis on student/educator boundaries or use of social media. Any expense involved in meeting this requirement shall be paid by Fairchild. If Fairchild fails to satisfy this condition, Certificate Number 201114747 shall not be renewed until the condition is met.

Furthermore, upon acceptance of a certified position, Certificate Number 201114747 shall be on three (3) year probation with the following condition:

1. During the probationary period, Fairchild shall not receive any disciplinary action for inappropriate relationships with a student. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested by either tribunal/ or arbitration process. If Fairchild fails to satisfy this condition, Certificate Number 201114747 shall be automatically suspended pending further investigation by the Board.

Fairchild is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1210629 James Beard

Accept Agreed Order suspending Certificate Number 200100858 for a period of one (1) year beginning October 16, 2012.

Certificate Number 200100858 is currently expired. Before Beard shall be issued any certificate, he must comply with the following:

1. Beard shall provide written proof to the Board that he has been assessed by a state certified mental health counselor approved by the Board and is competent to fulfill his duties as an educator. Beard shall provide proof that he has complied with any treatment recommendations proposed by the mental health counselor and shall continue to provide treatment records to the Board until he has been released from treatment by the counselor. Any expense incurred for the assessment or follow-up treatment shall be paid by Beard.

2. Beard shall provide written proof to the Board that he has successfully completed a course on educator ethics, as approved by the Board, which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Beard.

Upon issuance of Certificate Number 200100858, Beard shall be on probation for a period of five (5) years. Accordingly, Beard shall receive no disciplinary action involving teacher/student boundaries. "Disciplinary action" is defined as any suspension, termination, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

By entering into this Agreed Order, Beard agrees that should he fail to satisfy the terms of the probation, Certificate Number 200100858 shall be automatically suspended pending Board review and disposition.

Vote: *Unanimous*

1408558 Linda Gibson

Accept Agreed Order suspending Certificate number 200001186, including any and all endorsements, for a period of thirty (30) days. The thirty (30) days suspension period shall be served upon acceptance of this agreement by the Board.

Upon reinstatement after the thirty (30) day suspension period, Gibson's certificate number 200001186, and any future endorsements or new areas of certification, shall be subject to the following probationary conditions:

1. By December 31, 2016, Gibson shall supply the Board with written proof that she has completed a fit for duty assessment by a Kentucky licensed and/or certified physician, as approved by the Board, and that she completed any treatment recommendations made by the evaluator, whether

those include inpatient or outpatient treatment. Any expense for the assessment, treatment, and/or written reports shall be paid by Gibson. If Gibson fails to satisfy this condition, Certificate Number 200001186 shall be suspended until Gibson provides the appropriate written proof to the Board.

2. By December 31, 2016, Gibson shall provide written proof to the Board that she has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Gibson shall also submit written proof to the Board that she has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill her duties as a certified educator. Any expense for the assessment, treatment, and/or written reports shall be paid by Gibson. If Gibson fails to satisfy this condition, Certificate Number 200001186 shall be suspended until Gibson provides the appropriate written proof to the Board.

Gibson is aware that should she violate any provision of KRS 161.120 at any time in the future, the Board shall initiate disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF16916 Jeremy Bollman

Accept Agreed Order stating that Bollman shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Bollman shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process. Any expense

for the assessment, treatment and written reports shall be paid by Bollman.

2. Bollman shall submit written proof to the Board that he has completed a course on professional ethics, as approved by the Board. Any expense required for said training shall be paid by Bollman.

Any and all certificates issued to Bollman shall be subject to the following conditions:

1. If Bollman's chemical dependency counselor makes any treatment recommendations, Bollman shall comply with the treatment recommendations. Bollman shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Bollman. Failure to comply with this condition will result in Bollman's certificate being automatically suspended until Bollman is in compliance.
2. Bollman shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Bollman is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Bollman's certificate being automatically suspended pending Board review and disposition.
3. Bollman shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Bollman. Failure to comply with this condition will result in the denial of all applications

for renewal and/or additional certification(s) submitted by Bollman or on his behalf.

Vote: *Unanimous*

CF161125 Aaron Brock

Accept Agreed Order stating that Brock shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Brock shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process. Any expense for the assessment, treatment and written reports shall be paid by Brock.
2. Brock shall submit written proof to the Board that he has completed a course on professional ethics, as approved by the Board. Any expense required for said training shall be paid by Brock.

Any and all certificates issued to Brock shall be subject to the following conditions:

1. If Brock's chemical dependency counselor makes any treatment recommendations, Brock shall comply with the treatment recommendations. Brock shall submit quarterly written progress reports from his counselor to the Board until such time as the counselor releases him from treatment. Any expense for the treatment and/or written reports shall be paid by Brock. Failure to comply with this condition will result in Brock's certificate being automatically suspended until Brock is in compliance.
2. Brock shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Brock is

convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Brock's certificate being automatically suspended pending Board review and disposition.

3. Brock shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of his certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Brock. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Brock or on his behalf.

Vote: *Unanimous*

1607445 Ezekial Edwards

Accept Agreed Order stating that Edwards voluntarily, knowingly, and intelligently surrenders Certificate Number 201168141 and agrees not to apply for, nor be issued, a teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Edwards shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Vote: *Unanimous*

1305323 Shayla Branch

Accept Agreed Order stating that Branch shall provide written proof to the Board by December 1, 2016 that she has completed professional development or training on classroom management/de-escalation techniques, as approved by the Board. Branch shall pay any expense incurred. If Branch fails to provide written proof by December 1, 2016, Certificate Number 200701861 shall be administratively suspended until proof is provided to the Board.

Branch is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1604253 Bradford Carr

Accept Agreed Order admonishing Carr for subjecting his players to embarrassment or disparagement, and for failing to take reasonable measures to protect the health, safety and emotional wellbeing of his players. The Board reminds Carr that being a coach is a privilege, and it is not a license to ignore the Professional Code of Ethics for Kentucky Certified School Personnel. Carr must remain cognizant of the manner in which he addresses his players even in the midst of competition. The Board will not tolerate any further incidents of misconduct from Carr.

1. By February 1, 2017, Carr shall provide written proof to the Board that he has completed professional development or training on educator ethics, as approved by the Board. Carr shall pay any expense incurred. If Carr fails to satisfy this condition by February 1, 2017, Certificate Number 199902070 shall be administratively suspended until such condition is satisfied.

Carr is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

CF16643 David Adkins

Accept Agreed Order stating that Adkins shall be issued a Kentucky teaching certificate upon providing proof that he has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Adkins shall submit written proof to the Board that he has completed training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Adkins shall pay any expense incurred.

2. Adkins shall submit written proof to the Board that he has completed the Kentucky Department of Education's training entitled Positive Behavior in Schools I. Adkins shall pay any expense incurred.

Furthermore, any and all certificates issued to Adkins shall be subject to the following condition for a period of three (3) years:

1. Adkins shall receive no disciplinary action from any school district in which he is employed. If Adkins fails to satisfy this condition, any and all certificates issued to him shall be administratively suspended pending Board review and disposition.

"Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

Vote: *Unanimous*

1606387 Buffy House

Accept Agreed Order stating that House shall provide written proof to the Board, by May 1, 2017, from a licensed/certified psychiatrist or mental health professional, as approved by the Board that she has complied with a comprehensive evaluation and is fit to return to the profession, presents as capable of performing her duties as an educator, is not a danger to herself or others, and is compliant with all treatment recommendations. House shall pay any expense incurred. If House fails to satisfy this condition by May 1, 2017, Certificate Number

199903095 shall be administratively suspended until such condition is satisfied.

Furthermore, Certificate Number 199903095 shall be subject to the following probationary conditions for a period of five (5) years:

1. House shall not receive any criminal charges. If House is charged or indicted of any criminal charge, other than a minor traffic violation, she shall submit this information to the Board, in writing, within thirty (30) days. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed. If House fails to satisfy this condition, Certificate Number 199903095 shall be administratively suspended pending Board review and disposition.
2. House shall not receive any disciplinary action from any school district in which she is employed. If House fails to satisfy this condition, Certificate Number 199903095 shall be administratively suspended pending Board review and disposition.

“Disciplinary action” is defined as any termination, suspension, or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension or public reprimand shall be considered a violation of this condition.

House is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

