

Agenda Book

EPSB Mission Statement:

The Education Professional Standards Board, in full collaboration and cooperation with its education partners, promotes high levels of student achievement by establishing and enforcing rigorous professional standards for preparation, certification, and responsible and ethical behavior of all professional educators in Kentucky.

EPSB Meeting Agenda

EPSB Offices

100 Airport Road, 3rd Floor, Conference Room A, Frankfort, KY 40601

December 14, 2015

Monday, December 14, 2015

9:00 AM EST

Call to Order

Swearing-In of New Board Member

Roll Call

Approval of December 14, 2015, EPSB Meeting Agenda

Open Speak

Approval of Consent Items

- A. Approval of October 11, 2015, EPSB Special Meeting Minutes
(Pages 1-2)
- B. Approval of October 12, 2015, EPSB Minutes (Pages 3-38)
- C. 2015-2016 Emergency Non-Certified School Personnel Program
(Mr. John Fields) (Pages 39-42)

Report of the Executive Director

- A. Report from the Kentucky Department of Education
- B. Report from the Council on Postsecondary Education
- C. Strategic Plan Update
- D. Title II Report
- E. New Teacher Survey Update (Ms. Donna Brockman)
- F. Update from Combating Inappropriate Student-Teacher
Relationships Task Force
- G. 2014-2015 SB 1 (2009) Training Compliance Update

Report of the Chair

Appointments

- A. Combating Inappropriate Student-Teacher Relationships Task
Force
- B. Accreditation Audit Committee Chairperson

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Presentation

Bluegrass Center for Teacher Quality Partnership with Union College Educational Studies Unit (Mr. Matthew Courtney)

Information/Discussion Items

- A. Awarded Contract (Mr. Adams) (**Pages 43-44**)
- B. Regulations Related to Criminal Background Checks, Amendment, Notice of Intent (Mr. Adams) (**Pages 45-46**)
- C. 16 KAR 7:010. Kentucky Teacher Internship Program, Amendment, Notice of Intent (Ms. Brockman) (**Page 47**)

Board Comments

Following a motion in open session, it is anticipated that the board will move into closed session as provided by KRS 61.810 (1) (c) and (1)(j).

Certification Review and Revocation: Pending Litigation Review

Following review of pending litigation, the board shall move into open session. All decisions will be made in open session.

Adjournment: Next Regular Meeting:

February 8, 2016

EPSB Offices

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The actions delineated below were taken in open session of the EPSB at the October 11, 2015, special 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 Special Meeting
EPSB Offices, 100 Airport Road, 3rd Floor
Frankfort, Kentucky**

Consent Item A

Call to Order

Chair Anthony Strong called the meeting to order at 5:00 p.m. EDT.

Roll Call

The following Board members were present during the October 11, 2015, EPSB special meeting: Brandy Beardsley, Ellen Blevins, Amanda Ellis, Tolya Ellis, Leslie Fields, Donna Hedgepath, Allen Kennedy, Robert King, Marie McMillen, Mary John O’Hair, Laura Schneider, Sandy Sinclair-Curry, Anthony Strong, Cassandra Webb, David Whaley, and Kimberly Young.

Motion made by Mr. Allen Kennedy, seconded by Ms. Laura Schneider, to move into closed session for the purpose of discussing personnel in accordance with KRS 61.810 (1) (f).

Vote: *Unanimous*

Interviews with Executive Director Candidates

Motion made by Ms. Cassandra Webb, seconded by Ms. Marie McMillen, to return to open session.

Vote: *Unanimous*

Motion made by Ms. McMillen, seconded by Ms. Laura Schneider, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 10:15p.m.

Next Regular Meeting:

October 12, 2015
9:00a.m. EDT
EPSB Offices

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The actions delineated below were taken in open session of the EPSB at the October 12, 2015, 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**

Consent Item B

Call to Order

Chair Anthony Strong called the meeting to order at 9:00 a.m. EDT.

Roll Call

The following Board members were present during the October 12, 2015, EPSB meeting: Brandy Beardsley, Ellen Blevins, Tolya Ellis, Leslie Fields, Robin Hebert, Donna Hedgepath, Allen Kennedy, Marie McMillen, Jay Morgan, Mary John O’Hair, Laura Schneider, Sandy Sinclair-Curry, Anthony Strong, Cassandra Webb, David Whaley, and Kimberly Young.

Board’s Mission Statement

Ms. Marie McMillen read the EPSB’s mission statement to the Board and audience.

Approval of October 12, 2015, EPSB Meeting Agenda

Motion made by Ms. Marie McMillen, seconded by Dr. David Whaley, to approve the October 12, 2015, EPSB meeting agenda.

Vote: *Unanimous*

Open Speak

Thomas Schultz

Mr. Thomas Schultz, an attorney from Louisville who represents Mr. David Baughman, requested that the Board hear Mr. Baughman’s KTIP appeal that was previously denied.

Approval of Consent Items

Chair Strong requested that Board members identify any items on the consent agenda which they wished to discuss prior to taking final action. No items were asked to be pulled for further discussion.

2015-051

Motion made by Ms. Ellen Blevins, seconded by Ms. Laura Schneider, to approve the following items on the consent agenda:

Approval of August 10, 2015, EPSB Meeting Minutes

Approval of September 12, 2015, EPSB Special Meeting Minutes

School Principal P-12 (Master of Arts in Education for Rank I), Georgetown College

English as a Second Language P-12 Endorsement (Graduate Level), Bellarmine University
School Guidance Counselor Provisional Certification (Master of Arts in Education) and Standard
Certification for Rank I, Campbellsville University

2015-2016 Emergency Non-Certified School Personnel Program

Vote: *Unanimous (Dr. Donna Hedgepath recused on Consent Item E for Campbellsville University.)*

Education Administrative Program Consultant II Allison Bell recognized representatives from Georgetown College, Bellarmine University, and Campbellsville University whose programs were approved by the Board.

Report of the Executive Director

Report from the Kentucky Department of Education

Dr. Robin Hebert reported that on October 6, 2015, the Kentucky Board of Education confirmed a contract for Dr. Stephen Pruitt as the Department of Education Commissioner. His first day will be October 16, 2015.

Report from the Council on Postsecondary Education

The report from CPE was in the Board folders. There were no questions from the Board.

Strategic Plan Update

Dr. Margaret Moore gave an update on the work of the Program and Accreditation Review Committee (PARC). She said the committee was working on the EPSB Program Review and Technical Guide manual which will identify the program review process, what it will accomplish, how it will work, and the regulations and standards on which the process will be based.

Dr. Moore also reported that the committee was working on the EPSB Program Review Quality Assurance System (PRQAS). An EPSB Quality Assurance System will inform policies and practices in consultation with institutions, agencies, and stakeholders. She said that a robust database and dynamic interface system will allow for agency and institutional ease of access, program information and data entry and retrieval, monitoring of program review status, and program review decisions.

Lastly, Dr. Moore reported that PARC was working on rubrics for the evaluation of programs used as program review evidence.

EPSB Project Manager Rich Miller reported that over the last year the committee sent templates to select universities for the educator preparation program review process. He said that next steps for the committee include reviewing regulations that refer to the program and review process and determining which ones needed to be amended. He said the committee will also work on further developing and defining the QuARC group to look at the quality assurance process. Mr. Miller stated that the EPSB's IT staff has started to develop a data scheme to support new functions to ensure integration with CAEP annual data requests and to collaborate with KACTE about common data components. He indicated the EPSB's IT staff will also develop the screens for user interactions. Additionally, the division of educator preparation will be developing online/web enabled training modules for review committees and site visitors.

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Dr. Mary John O'Hair asked if PARC looked at resources in the EPSB's division of educator preparation and felt that the division could sustain and accomplish the work. Mr. Miller said that more staff will be needed because the CAEP accreditation process would double the amount of data submitted into the EPSB. Ms. Marie McMillen said that she wanted the workload decreased for the universities and wanted the universities to be included on the process and trained. Mr. Miller said that several institutions are on the PARC committee, and it was anticipated that the process would be changed based upon all ideas that come from PARC.

2015 EPSB Annual Report

Mr. Adams gave an overview of the 2015 EPSB Annual Report. He said that the report addressed the five (5) goals of the agency along with each goal's different strategies. He thanked staff that supplied information for the report, and he thanked Ms. Marcie Lowe for preparing, compiling, and editing the report.

Supporting Effective Educator Development Grant

Mr. Adams announced that the National Board for Professional Teaching Standards received a continuation of the Supporting Effective Educator Development Grant for the Kentucky Network to Transform Teaching (KYNT3). This work will help bring research and practice together and is focused on increasing student achievement in high-needs schools through increasing the number of highly effective National Board Certified Teachers (NBCTs) in high-need schools and through increasing the number of highly effective NBCTs filling hybrid instructional leadership roles in schools and districts. Kentucky will share in the \$19.4 million award between eight (8) states and two (2) urban districts. This grant is a joint effort between the Kentucky Education Association, KDE, and EPSB.

Report of the Chair

Recognition of Former Board Members

Chair Anthony Strong recognized Ms. Barbara Boyd and Mr. Michael Ross for their service to the Board. Ms. Barbara Boyd said that serving on the Board was a real learning experience with wonderful people that sometimes made difficult decisions. Mr. Ross was unable to attend the meeting, but Dr. Strong said that he had worked with Mr. Ross for his entire teaching career so it was nice to recognize him for his service to the Board.

Executive Director Search Committee Update

Dr. Mary John O'Hair reported that the full board met on Sunday night, October 11, 2015, and interviewed three (3) finalists for the executive director position. She said the Board was currently in negotiations for the executive director position.

Appointments

Reading Committee

Chair Anthony Strong appointed the following individuals to the Reading Committee: Dr. Mitch Bailey, Ms. Julie Goodlett, Ms. Jamalyn Jarrell, Ms. Amy Smith, Ms. Lora Jones, Ms. Jennifer Dyar, Ms. Jennifer Wright, Dr. C. Thomas Potter, Ms. Cindy Ham, Dr. Amy Lingo, Dr. Andrea Peach, Dr. Linda Neuzil, Dr. Brett Criswell, and Dr. Tony Krichner

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Accreditation Audit Committee

Chair Strong appointed the following individuals to the Accreditation Audit Committee: Kristi Jenkins, Lisa Lee, Dara Su' Knipp, and Aimee Green

Kentucky Advisory Council on Internships (KACI)

Chair Strong appointed the following individuals to KACI: Mr. Jodie Zeller, Dr. Michael Abell, Mr. David Johnson, Ms. Winona Griggs, and Ms. Kelly Sampson

Combating Inappropriate Student-Teacher Relationships Task Force

Chair Strong appointed the following individuals to the Combating Inappropriate Student-Teacher Relationships Task Force: Ms. Teresa Combs (chair), Ms. Robin Cochran, Ms. Sandy Sinclair-Curry, and Mr. Jon Akers

Information/Discussion Items

Awarded Contracts

Mr. Jimmy Adams reported on recently awarded contracts to the Board. The contracts awarded were for the following purposes: CTE KTIP, public officials' liability insurance, the Troops to Teachers program, and Empowering Effective Educators grant work.

16 KAR 2:010. Criminal Background Checks

Mr. Adams explained that at the August 10, 2015, EPSB meeting the EPSB waived 16 KAR 2:010(2)(4) until an alternative action could be presented for criminal background checks. This waiver was approved because the Board background checks were taking up to eight (8) weeks for processing. The estimated response time from the FBI in the summer had increased to approximately eleven (11) to thirteen (13) weeks for processing and individuals were not able to get jobs.

Mr. Adams reviewed three options the Board could choose to address the criminal background check issue. Board discussion ensued. The Board agreed upon suggested option two (2) based upon the options presented by Mr. Adams. This option is as follows: *Alter 16 KAR 2:010(2)(4) to remove the language that requires a criminal background records check for certification due to the local district requirements of KRS 160.380(5)(a) and (b). Include language so that during a district review of the criminal background records check, if a district finds a criminal history, the district shall notify the EPSB of that history. EPSB staff shall review the certificate holder's application, Character and Fitness form, and the criminal background records check to see if a violation of KRS 161.120 or the Professional Code of Ethics occurred and if action by the Board is merited.*

EPSB staff will bring this item back to the Board as an information/discussion item in December.

16 KAR 1:030. Procedures for Certificate Revocation, Suspension, Reinstatement and Reissuance, and Application Denial, Amendment, Notice of Intent

Mr. Michael Head gave a history behind the reason for the proposed regulation amendment. He then reviewed proposed changes to the regulation and the flow chart as it relates to the proposed regulation. Mr. Jimmy Adams reviewed timelines for the regulation to become effective should the Board approve the proposed regulation at its December EPSB meeting. Mr. Adams said that he thought it would be important for the new legal director to review the proposed regulation in

order to see what procedures would be required so the agency could set up the new process without any gaps. This item will be brought back to the Board at the December EPSB meeting for final action.

Action Items

Letter of Intent to Seek Accreditation, Boyce College

2015-052

Motion made by Ms. Ellen Blevins, seconded by Ms. Laura Schneider, to accept the Letter of Intent to Seek Accreditation from Boyce College.

Vote: *Yes – 15
Recuse – 1 (Dr. Donna Hedgepath)*

2016 Legislative Agenda

2015-053

Motion made by Ms. McMillen, seconded by Ms. Tolya Ellis, to approve the 2016 Legislative agenda as follows:

- *Support the EPSB's budget requests for FY 2016-2018*
- *Support a FY 2016-2018 budget increase to the Kentucky Teacher Internship Program (KTIP)*
- *Support funding of the Kentucky Principal Internship Program (KPIP)*
- *Secure full funding of both programs for the 2015-16 and 2016-17 school years*
- *Support legislation which furthers the EPSB Mission and Goals*
- *Oppose any attempt to dilute or modify the current authority of the EPSB*

Vote: *Unanimous*

Dr. Strong asked if EPSB staff participates in meetings with the Kentucky Education Action Team (KEAT) to discuss and work on issues common in terms of funding. He was unsure if we shared our agenda with that organization and if we supported their efforts because, according to him, we should be participating with this group.

EPSB 2016-2018 Biennial Budget Request

2015-053

Motion made by Mr. Allen Kennedy, seconded by Ms. Blevins, to approve the EPSB 2016-2018 Biennial Budget Request.

Vote: *Unanimous*

Waivers

The EPSB Waiver Committee met and discussed at length the following waiver requests.

16 KAR 4:060. Request for One-Year Extension to Complete Master's Degree Requirement, Ms. Jennifer Farmer

2015-054

Motion made by Mr. Kennedy, seconded by Dr. Mary John O'Hair, to deny the waiver request for Ms. Jennifer Farmer.

Vote: *Unanimous*

16 KAR 4:060. Request to Waive Teaching Experience for Renewal of Teaching Certificate, Ms. Kennethia Lee Garrett

2015-055

Motion made by Ms. Sandy Sinclair-Curry, seconded by Ms. Schneider, to approve the waiver request for Ms. Kennethia Lee Garrett.

Vote: *Unanimous*

Board Comments

The Board had no further comments.

**DISCIPLINARY MATTERS:
MINUTES OF CASE REVIEW
October 12, 2015**

Motion made by Ms. Sinclair-Curry, seconded by Dr. O’Hair, to go into closed session for the purpose of discussing personnel in accordance with KRS 61.810(1) (f).

Vote: *Unanimous*

Motion made by Ms. Schneider, seconded by Ms. Sinclair-Curry, to return to open session.

Vote: *Unanimous*

2015-056

Motion made by Ms. Sinclair-Curry, seconded by Ms. Schneider, to appoint James W. Adams to the EPSB Executive Director position. Assistant Attorney General Michael Head shall draft the contract, and the Board authorizes Chair Anthony Strong to sign the contract with James W. Adams. The contract shall contain terms consistent with the former executive director contracts and become effective through June 30, 2019, upon receipt of all approvals necessary through state government. The executive director salary shall be \$130,000.00, and the mid-year evaluation will occur in June of every year that the contract is effective.

Vote: *Unanimous*

Motion made by Ms. Schneider, seconded by Mr. Kennedy, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) (j).

Vote: *Unanimous*

Motion made by Ms. Brandy Beardsley, seconded by Ms. Sinclair-Curry, to return to open session.

Vote: *Unanimous*

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

Brandy Beardsley, Ellen Blevins, Tolya Ellis, Leslie Fields, Donna Hedgepath, Allen Kennedy, Marie McMillen, Mary John O’Hair, Laura Schneider, Sandy Sinclair-Curry, Anthony Strong, David Whaley, and Kimberly Young.

Attorneys present were Cassie Trueblood, Erik Carlsen-Landy, Chelsea Fannin, Shuo Han, Eric Ray, and Michael Head.

Initial Case Review

<u>Case Number</u>	<u>Decision</u>
1506307	Admonish
1506407	Admonish
1505242	Admonish
1505240	Dismissed (<i>Ms. Schneider recused</i>)
1506303	Dismissed
1506405	Dismissed
1505278	Admonish
1506375	Dismissed
1506377	Hear
150257	Admonish
1506433	Admonish
1505226	Admonish
1506441	Defer for training
1506305	Hear (<i>Ms. Blevins and Ms. Schneider dissented</i>)
1506359	Admonish
1507505	Admonish
1505265	Hear
1506317	Hear (<i>Dr. Strong recused</i>)
1505255	Hear
1507503	Hear
1506383	Dismissed
1506385	Dismissed
1506439	Hear
1506445	Hear (<i>Dr. Whaley recused</i>)
1505286	Admonish
1506319	Admonish
1506449	Defer
1504169	Hear
1506371	Hear
1506311	Hear
1506401	Admonish
1506423	Dismissed
1506399	Hear
1506425	Dismissed
1506389	Dismissed

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1506299	Dismissed	
1506301	Hear	
1506447	Admonish	
1506427	Hear	
1506367	Admonish	
1506369	Admonish	
1505230	Hear	
1505232	Hear	
1506387	Dismissed	
1506395	Admonish	
1507487	Hear	
1507497	Defer for training	
1506373	Hear	
1506451	Hear	
1507499	Hear	
1507483	Hear	
1506435	Hear	
1506315	Admonish	
1507495	Dismissed	
1506297	Hear	
1506397	Hear	
1506381	Dismissed	
1507501	Hear	
1506411	Dismissed	
1506417	Dismissed	
1506415	Dismissed	
1506363	Dismissed	
1506361	Dismissed	
1506409	Hear	
1507493	Hear	
1507511	Dismissed	
1505257	Hear	
1505259	Hear	
1507513	Hear	
1507521	Hear	
1507515	Admonish	
1507529	Dismissed	<i>(Ms. Ellis recused)</i>
1507519	Hear	
1507527	Hear	
1507525	Hear	<i>(Ms. Sinclair-Curry recused)</i>
1507517	Hear	
1507507	Hear	<i>(Ms. Beardsley recused)</i>
150284	Dismissed	
1412850	Dismissed	
1505210	Dismissed	
1106471	Dismissed	
1404236	Dismissed	

Character/Fitness Review

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<u>Case Number</u>	<u>Decision</u>
15289	Approve
15966	Approve
15898	Approve
15889	Approve
151029	Approve
15922	Approve
15751	Approve
15387	Approve
151131	Approve
151156	Approve
151157	Approve
151023	Approve
151176	Approve
151170	Approve
151195	Deny
15165	Approve
151184	Approve
151196	Approve
151245	Approve
151179	Approve
151143	Approve
151247	Approve <i>(Ms. McMillen Dissented)</i>
15796	Deny
151265	Approve
151269	Deny
151218	Approve
151278	Approve
15994	Approve
15722	Approve
151277	Approve
151201	Deny
151315	Approve
151321	Approve
151327	Approve
151106	Approve
151004	Approve
151105	Approve
15979	Approve
15996	Deny
151137	Deny
151187	Approve
151209	Approve
151208	Approve
151250	Deny
151134	Approve
15872	Approve
15928	Deny
151186	Approve
151192	Approve

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151286	Approve
151291	Approve
151294	Approve
151309	Approve
151307	Approve
151319	Approve
151328	Approve
151320	Approve
151330	Approve
151329	Deny
151317	Deny
151281	Deny
151280	Deny
151210	Deny
151320	Defer

Agreed Orders

Case Number

Decision

1411794 (Demond Thomas)

Accept Agreed Order suspending Respondent's certificate for a period of nine (9) months and shall be served upon acceptance of this agreement by the Board. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is admonished by the Board for failing to take reasonable measures to protect the health, safety, and emotional well-being of her students. An educator may not be intoxicated while in the classroom. Being under the influence of alcohol, while being responsible for students, places the students in danger. The Board will not tolerate any further instances of misconduct.

Upon reinstatement, after the nine (9) months suspension period, certificate number 200201984 shall be subject to the following probationary conditions for a period of three (3) years:

1. With her application, Respondent shall supply the Board with written proof that she has successfully completed a state licensed alcohol treatment program, as approved by the Board, and that program has deemed her fit for duty. Any expense incurred for said treatment shall be paid by Thomas; and

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2. Respondent shall submit documentation from her current treatment provider or Alcoholics Anonymous sponsor that she is maintaining sobriety and is still seeking support and continued assistance in maintaining her sobriety.
3. Respondent shall receive no disciplinary action involving conduct unbecoming a teacher and/or neglect of duty. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition. Should Respondent violate this condition, certificate number 200201984 shall be automatically suspended for a period of one (1) year and subject to additional sanctions by the Board pursuant to KRS 161.120.
4. Respondent shall not be convicted of nor enter a guilty or no contest plea to any alcohol-related criminal charges. Failure to comply with this condition will result in Respondent's certificate being automatically suspended for further action by the Board.

Respondent 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*

1403187 (Beth Matracia)

Accept Agreed Order admonishing Respondent for neglect of duty, and for failure to exemplify behaviors, which maintain the dignity and integrity of the profession. The Board reminds Respondent that she has a duty to provide students with professional education services in consonance with accepted best practice known to her. The Board will not tolerate any further incidents of misconduct from Respondent.

Respondent is not currently employed as an educator, and has no immediate plans to return to the education

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profession in the future. However, prior to accepting any certified position in the state of Kentucky, Respondent shall comply with the following conditions:

1. Respondent shall provide written proof to the Board that she has completed six (6) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200702774 shall be automatically suspended until such condition is satisfied.
2. Respondent shall provide written proof to the Board that she has completed six (6) hours of professional development or training on Special Education Documentation, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200702774 shall be automatically suspended until such condition is satisfied.

Upon returning to the education profession, Respondent shall comply with the following probationary conditions for a period of five (5) years:

1. By October 1st and March 1st of each year of the probationary period, Respondent shall provide written reports to the Board that she is maintaining proper documentation for all of her students. The written reports shall be in the form of a letter from Respondent's special education director, or other knowledgeable supervisor. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, Certificate Number 200702774 shall be automatically suspended until such condition is satisfied.
2. Respondent shall not receive any disciplinary action for neglect of duty from any school district in which she is employed. If Respondent fails to satisfy this condition, Certificate Number 200702774 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

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“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.

Respondent 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*

150251 (Jovanna Elliott-Lochner) Accept Agreed Order admonishing Respondent for failing to exemplify behaviors, which maintain the dignity and integrity of the profession. The Board reminds Respondent that as a certified teacher in Kentucky, she must provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice. The Board will not tolerate any further incidents of misconduct from Respondent.

On or before August 1, 2016, Respondent shall submit written proof to the Board that she has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition by August 1, 2016, Certificate Number 200195797 shall be automatically suspended until such condition is satisfied.

Respondent 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*

1305325 (Jessica Boyers) Accept Agreed Order stating that Certificate Number 201152117 is permanently revoked. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of

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Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent 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*

1011730 (Larry Doub)

Accept Agreed Order stating that Respondent 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 Respondent, or on his behalf, shall be denied.

Vote: *Unanimous*

1305347 (Nathaniel Maxwell)

Accept Agreed Order suspending Respondent's certificate for a period of six (6) months from the date upon which the Board approves this agreement. Respondent shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any educational and/or testing requirements, reinstatement of Respondent's certificate after the six (6) month suspension period is expressly conditioned upon Respondent providing written evidence that he has complied with the following:

1. Respondent must provide written proof that she has completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense incurred for said training shall be paid by Respondent.

If Respondent fails to satisfy this condition, certificate number 201125612 shall not be reinstated and shall remain suspended until Respondent completes the requirements and provides the appropriate written proof to the Board.

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Upon reinstatement of Certificate Number 201125612, Respondent shall be on two (2) year probation. Respondent shall receive no disciplinary action during the probationary period. "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, Respondent agrees that should he fail to satisfy the terms of the probation, Certificate Number 201131038 shall be automatically suspended for an additional period of one (1) year.

Respondent is aware that should he violate KRS 161.120, either during or following this probation, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1407484 (Deborah Greenberg)

Accept Agreed Order admonishing Respondent for violating the Administration Code for Kentucky's Educational Assessment Program. The Board reminds Respondent that she has a duty to follow all administrative procedures related to student testing for the well-being of the students and for the integrity of the testing process. The Board will not tolerate acts of misconduct by Respondent.

Respondent is retired. Should Respondent decide to return to the classroom in the future, she must complete the following conditions prior to accepting a position which requires Kentucky certification:

1. Respondent shall submit written proof to the Board that she has received six (6) hours of training on the Administration Code for Kentucky's Education Assessment Program since the Fall 2013 ACT Compass testing through April 1, 2016. Any expense required for said training shall be paid by Respondent; and
2. Respondent shall submit written proof to the Board that she has received six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel since the Fall 2013 ACT Compass testing through April 1, 2016. Any expense required for said training shall be paid by Respondent.

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Should Respondent fail to satisfy any of the above conditions, certificate number 000037887 shall be suspended and will remain so until the conditions are met.

Vote: *Unanimous*

1103224 (Lisa Gilbert)

Accept Agreed Order stating that Respondent voluntarily, knowingly, and intelligently surrenders her Certificate Number 000042729, 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, Respondent 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*

1309677 (Melissa Gayhart)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. As an educator, Respondent has a duty to attend all required trainings and to remain on school grounds unless given permission to leave. The Board will tolerate no further acts of misconduct by Respondent.

In addition to the standard requirements of the application process, before Respondent shall be reissued any certificate, she must comply with the following:

1. Respondent shall provide written proof to the Board that she has completed six (6) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel. Any expense required for said training shall be paid by Respondent.

If Respondent fails to satisfy this condition, the Board shall automatically deny any application submitted by Respondent or on her behalf.

Vote: *Unanimous*

1408595 (Susan Clark)

Accept Agreed Order stating that Respondent is retired and has no plans to return to the classroom. Respondent shall neither apply for, nor accept a position that requires certification in the Commonwealth of Kentucky at any time

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in the future. Should Respondent fail to satisfy this condition, Certificate Number 000019935 shall be automatically permanently revoked.

Vote: *Unanimous*

CF14926 (Clay Best) Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent 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. Respondent 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 and written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that he has completed a course 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 Respondent.

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent 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 Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.
2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty

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

3. Respondent 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 Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on his behalf.

Vote: *Unanimous*

CF15849 (Melissa Longacre)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent 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 she has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that she has completed a course on professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent.

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall

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comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.

2. Respondent 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 Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.
3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

Vote: *Unanimous*

CF15836 (Ruth Daugherty)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent 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 she has complied with the assessment process. Any expense for the

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assessment and written reports shall be paid by Respondent.

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

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.
2. Respondent 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 Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.
3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

Vote: *Unanimous*

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CF15945 (LaTabitha King)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent 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 she has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that she has completed a course on professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent.

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.
2. Respondent 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 Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

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

Vote: *Unanimous*

CF 15915 (Jeffrey Bullock)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent 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. Respondent 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 and written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that he has completed a course 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 Respondent.

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent 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 Respondent. Failure to comply with this condition will result in Respondent's certificate being

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automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.
3. Respondent 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 Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on his behalf.

Vote: *Unanimous*

CF15917 (Walter Gabennesch)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent 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. Respondent 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 and written reports shall be paid by Respondent.
2. Respondent shall submit written proof to the Board that he has completed a course on the Professional Code of Ethics for Kentucky Certified School Personnel, as

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approved by the Board. Any expense required for said training shall be paid by Respondent.

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

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent 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 Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.
2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.
3. Respondent 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 Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on his behalf.

Vote: *Unanimous*

1506371 (Timothy Toews)

Accept Agreed Order stating that Respondent voluntarily, knowingly, and intelligently surrenders Certificate Number 000073618, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth

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of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent 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*

1506371 (Nancy Waldrop)

Accept Agreed Order stating that Respondent retired effective July 1, 2014. As a result, she does not intend to renew her Professional Certificate for Instructional Leadership- Principal, All Grades, Level 2 and Professional Certificate for Instructional Leadership-School Superintendent, after their current expiration periods. Therefore, the parties mutually agree that Respondent will not apply to renew, nor be issued, either certificate in the future.

Vote: *Unanimous (Ms. McMillen and Dr. Whaley recused)*

1505276 (Jacob Asher)

Accept Agreed Order stating that Respondent is retired and has no plans to return to the classroom. As such, certificate number 000015313 shall not be renewed after its current expiration period and Respondent shall not apply for any teaching, administrative, or emergency certificate in the Commonwealth of Kentucky at any time in the future. Any future application submitted by Respondent, or on his behalf, shall be denied.

Vote: *Unanimous*

1505246 (Brandon Dietz)

Accept Agreed Order admonishing Respondent for use of physical force with a student. The Board directs and Respondent acknowledges that as an educator, he has a duty to protect the health, safety, and well-being of students and to refrain, no matter how difficult the situation, from engaging in disparaging and/or physical altercations. Respondent has an ethical duty to treat students with respect and to maintain a high level of professionalism at all times.

Certificate Number 000069525, including any and all endorsements, is hereby subject to the following probationary conditions for a period of two (2) years from the date the Board accepts this Agreed Order:

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1. On or before December 1, 2015, Respondent shall complete a Board-approved course in classroom management and de-escalation techniques. If Respondent fails to satisfy this condition, Certificate Number 000069525, and any future endorsements or new areas of certification, shall be automatically suspended until Respondent completes the required training and provides the appropriate written proof to the Board.
2. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving use of physical force. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Respondent fails to comply with the requirements of this paragraph, Certificate Number 000069525, and any future endorsements or new areas of certification, shall be automatically suspended for a period of thirty (30) days.

Respondent is aware that should he violate KRS 161.120, either during or following this two (2) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1506309 (Daniel Johnson)

Accept Agreed Order suspending Respondent's certificate for a period of one (1) year from the date upon which the Board approves this agreement. Respondent shall neither apply for, nor be issued, a teaching certificate in the Commonwealth of Kentucky during the suspension period. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

In addition to any educational requirements, reinstatement of Respondent's certificate at the conclusion of the one (1) year suspension period is expressly conditioned upon Johnson providing written evidence that he has complied with the following:

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1. Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board, with an emphasis on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Respondent.

Upon reinstatement of Certificate Number 406332113, Respondent shall be on permanent probation. Accordingly, Respondent shall receive no disciplinary action involving inappropriate relationship 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 a tribunal and/or arbitration process.

By entering into this Agreed Order, Respondent agrees that should he fail to satisfy the terms of the permanent probation, Certificate Number 200407544 shall be automatically suspended pending Board review and disposition.

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

Vote: *Unanimous*

1207409 (Wilson Baatuma)

Accept Agreed Order retroactively suspending Respondent's certificate from October 1, 2014 through October 1, 2015, a period of one (1) year. Respondent 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.

Certificate Number 200008329, including any and all endorsements, is hereby subject to the following probationary conditions for a period of ten (10) years from the date the Board accepts this Agreed Order:

1. On or before April 1, 2016, Respondent shall undergo an anger management assessment by a licensed clinical

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provider, as approved by the Board, and shall present written evidence to the Board that he has complied with the assessment process and has successfully completed all treatment recommendations. Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent.

2. On or before April 1, 2016, Respondent shall provide written proof to the Board that he has completed twelve (12) hours of Sexual Harassment Awareness Training, as approved by the Board. Respondent shall pay any expense incurred.
3. For the entirety of the probationary period, Respondent shall receive no disciplinary action. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process. If Respondent fails to comply with the requirements of this paragraph, Certificate Number 199601550, and any future endorsements or new areas of certification, shall be automatically suspended for a period of one (1) year.

Respondent is aware that should he violate KRS 161.120, either during or following this ten (10) years period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

1412806 (David Clark)

Accept Agreed Order stating that Respondent is currently on KTRS Disability Retirement. Prior to his return to a position that requires Kentucky certification, Respondent shall provide the following to the Board:

1. Written evidence from a Kentucky licensed and/or certified physician, approved by the Board, that he is fit to return to the classroom. Any expense involved in meeting this requirement shall be paid by Respondent. If Respondent fails to satisfy these conditions, Certificate Number 200009149 shall be automatically suspended until all conditions are met.

Vote: *Unanimous*

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1403153 (Browder Warren III)

Accept Agreed Order suspending Respondent's certificate for a period of forty-five (45) days to be served June 15, 2015 through July 29, 2015. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is admonished by the Board for failing to take reasonable measures to protect the health, safety, and emotional well-being of his students. An educator may not leave a student at a school event, even if they have asked another educator to look after the student. In addition, an educator may not consume alcoholic beverage while at a school function. The safety of the students is paramount and the consumption of alcohol puts the student at risk. Respondent is further admonished by the Board for failing to exemplify behaviors which maintain the dignity and integrity of the profession. An educator may not use school property for unapproved or personal reasons. The Board will not tolerate any further instances of misconduct.

Upon reinstatement, after the forty-five (45) day suspension period, certificate number 201104235 shall be subject to the following probationary conditions for a period of five (5) years:

1. By December 31, 2015, Respondent shall provide written proof to the Board that he has received twelve (12) hours of professional development/training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense involved in meeting these conditions shall be paid by Respondent. If Respondent fails to satisfy this conditions, Certificate Number 201104235 shall be automatically suspended until all conditions are met.
2. By December 31, 2015, Respondent shall provide written proof to the Board that he has completed a comprehensive alcohol/substance abuse assessment by a Kentucky licensed or certified chemical dependency counselor, as approved by the Board. Respondent shall also submit written proof to the Board that he has successfully completed any and all treatment recommendations proposed by the counselor and is competent to fulfill his duties as a certified educator.

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Any expense for the assessment, treatment, and/or written reports shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201104235 shall be suspended until Respondent provides the appropriate written proof to the Board.

3. For the entirety of the probationary period, Respondent shall not receive any disciplinary action from any school district in which he is employed. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either the tribunal and/or arbitration process. If Respondent fails to satisfy this condition, Certificate Number 201104235 shall be automatically suspended for a period of six (6) months and subject to additional sanctions by the Board pursuant to KRS 161.120.
4. During the probationary period, Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use and/or possession of any controlled substance or alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use and/or possession of any controlled substance or alcohol, he shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Certificate Number 201104235 being automatically suspended pending Board review and disposition.
5. Respondent shall submit a copy of his current criminal record, as prepared by the Administrative Office of the Courts by January 1st of each year of the probationary period. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, Certificate Number 201104235 shall be automatically suspended until Respondent provides the appropriate written proof to the Board.

Respondent is aware that should he violate KRS 161.120 the Board shall initiate new disciplinary action and seek additional sanctions.

Vote: *Unanimous*

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1503118 (Sandra Wilcox) Accept Agreed Order suspending Respondent's certificate for a period of two (2) years to be served February 1, 2015 through February 1, 2017. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

Respondent is admonished by the Board for failing to maintain the dignity and integrity of the profession. An educator may not provide alcohol to a minor, regardless of whether the minor is a student of theirs or not. Not only does this set a bad example, but it is also illegal and dangerous to the minor's health. The Board will not tolerate any further instances of misconduct.

Certificate Number 200000740 is set to expire on June 30, 2016 and Respondent agrees to not reapply for certification until July 1, 2017.

Respondent 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*

1312864 (Thomas Knabel)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Certificate Number 000016479 shall be subject to the following probationary conditions:

1. Prior to serving on the Beginning Teacher Committee for any intern who needs to complete the Kentucky Teacher Internship Program (KTIP), Respondent shall provide written proof to the Board that he has completed both the online and the f2f portions of the KTIP Committee training. Any expense incurred shall be paid by Respondent. Should Respondent fail to satisfy this condition, Certificate Number 000016479 shall be automatically suspended until such condition is satisfied.
2. On or before October 1, 2016, Respondent shall provide written proof to the Board that he has completed professional development or training on school law, as

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approved by the Board. Any expense incurred shall be paid by Respondent. Should Respondent fail to satisfy this condition by October 1, 2016, Certificate Number 000016479 shall be automatically suspended until such condition is satisfied.

3. On or before October 1, 2016, Respondent shall provide written proof to the Board that he has completed professional development or training on educator certification, as approved by the Board. Any expense incurred shall be paid by Respondent. Should Respondent fail to satisfy this condition by October 1, 2016, Certificate Number 000016479 shall be automatically suspended until such condition is satisfied.
4. On or before October 1, 2016, Respondent 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. Any expense incurred shall be paid by Respondent. Should Respondent fail to satisfy this condition by October 1, 2016, Certificate Number 000016479 shall be automatically suspended until such condition is satisfied.
5. For a period of two (2) years, Respondent shall not receive any disciplinary action, as defined below, for violation of school law from any school district in which he is employed. Should Respondent fail to satisfy this condition, Certificate Number 201131359 shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to 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.

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Respondent 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*

1504153 (Chris Robinson)

Accept Agreed Order retroactively suspending Respondent's certificate from July 1 through July 14, 2015, a period of fourteen (14) days. Respondent 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.

Respondent is not currently employed as an educator and has no immediate plans to return to the education profession. However, prior to accepting any certified position in the state of Kentucky, Respondent shall first comply with the following conditions:

1. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Respondent shall pay any expense incurred.
2. Respondent shall submit written proof to the Board that he has completed the Kentucky Department of Education's trainings entitled Promoting Positive Behavior in Schools I & II. Respondent shall pay any expense incurred.

If Respondent fails to satisfy the above two (2) conditions prior to accepting a certified position in Kentucky, Certificate Number 200300924 shall be automatically suspended until such conditions are satisfied.

Furthermore, upon accepting a certified position in the state of Kentucky, Certificate Number 200300924 shall be on permanent probation, subject to the following probationary condition:

1. Respondent shall not receive any disciplinary action for violation of the Professional Code of Ethics for Kentucky Certified School Personnel from any school

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district in which he is employed. “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 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. Violation of this condition will result in the automatic suspension of Certificate Number 200300924 for a period of thirty (30) days.

Respondent 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*

1505238 (Mark O’Connor)

Accept Agreed Order admonishing Respondent for failing to exemplify behaviors, which maintain the dignity and integrity of the profession. The Board reminds Respondent that certain content, which may be appropriate for a high school class, is not necessarily appropriate for a middle school class, and that he should adjust his lessons accordingly.

Additionally, Certificate Number 200174320 shall be subject to the following probationary condition for a period of two (2) years:

1. Respondent shall not receive any disciplinary action for violating the Professional Code of Ethics for Kentucky Certified School Personnel from any school district in which he is employed. If Respondent fails to satisfy this condition, Certificate Number 200174320 shall be automatically suspended for a period of thirty days (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

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disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.

Respondent 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 (Ms. Schneider recused)*

1503134 (Thomas Williams)

Accept Agreed Order stating Respondent voluntarily, knowingly, and intelligently surrenders Certificate Number 201125155, and agrees to not 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, Respondent 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*

1504159 (Mary Jones)

Accept Agreed Order admonishing Respondent for violation of state school law. The Board reminds Respondent of her obligation to assign positions and responsibilities only on the basis of professional preparation and legal qualifications. The Board will not tolerate any further incidents of misconduct by Respondent.

1. Respondent has provided written proof to the Board that she has completed training on the subject of “The Requirements of KRS 160.380 Relating to What Constitutes a Vacancy Which Requires Posting” as mandated by OEA.
2. Respondent has provided written proof to the Board that she has completed training on the subject of “Compliance with KRS 161.020” as mandated by OEA.

Respondent 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*

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1504161 (Tara Davis)

Accept Agreed Order stating that upon acceptance of this agreement by the Board, Respondent shall provide written proof that she has completed the one (1) hour of training on the subject of "Employee Certification" as mandated by OEA by November 1, 2015. If Respondent fails to satisfy this condition by November 1, 2015, Certificate Number 201121438 shall be automatically suspended until such condition is satisfied. Respondent 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*

Recommended Order

Case Name

Decision

CF14706 (Scott Walker)

Accept the Hearing Officer's Findings of Fact, Conclusions of Law, Recommended Order and Notice of Appeal Rights affirming the EPSB's denial of Petitioner's application for certification.

Vote: *Unanimous*

Motion made by Mr. Kennedy, seconded by Ms. Tolya Ellis, to adjourn the meeting.

Vote: *Unanimous*

Meeting adjourned at 2:15 p.m.

Next Meeting: **December 14, 2015**
 9:00 a.m. EST
 EPSB Board Room
 Frankfort, Kentucky

**EDUCATION PROFESSIONAL STANDARDS BOARD
STAFF NOTE**

Consent Item C

Action Item:

2015-2016 Emergency Non-Certified School Personnel Program

Applicable Statutes and Regulation:

16 KAR 2:030, Section 3

Applicable Goal:

Goal 2: Every professional position in a Kentucky's public school is staffed by a properly credentialed educator.

Issue:

Should the Education Professional Standards Board (EPSB) approve Pendleton County and Russellville Independent districts' applications for the Emergency Non-Certified School Personnel Program, 2015-2016, as recommended by staff?

Background:

Pursuant to 16 KAR 2:030, Section 3, a school district may submit a written application for participation in the Emergency Non-Certified School Personnel Program any time during the school year. Attached is list of the school districts that staff is recommending for continuance in the program for the 2014-15 school year.

Alternative Actions:

1. Approve staff recommendation
2. Modify and approve staff recommendation
3. Do not approve staff recommendation

Staff Recommendation:

Alternative 1

Rationale:

All districts recommended have submitted a year-end summary report as required by 16 KAR 2:030 and have requested continuation in this program for 2015-2016.

Contact Person:

Mr. John Fields, Director
Division of Certification
(502) 564-4606
E-mail: John.Fields@ky.gov

Date:

December 14, 2015

Emergency Non-Certified Districts renewing for 2015-2016:

1. Pendleton County
2. Russellville Independent

**EDUCATION PROFESSIONAL STANDARDS BOARD
STAFF NOTE**

Information/Discussion Item A

Information Item:

To inform the EPSB about contracts which were signed by the Executive Director since the prior EPSB Board Meeting

Applicable Statutes and Regulation:

KRS 161.028 (1) (v) (d)

KRS 161.017 (3)

Applicable Goal:

Goal 5: The EPSB shall be managed for both effectiveness and efficiency, fully complying with all statutes, regulations, and established federal, state and agency policies.

Background:

KRS 161.028 (1) (v) (d) authorizes the EPSB to enter into contracts and KRS 161.017 (3) stipulates that with Board approval, the Executive Director may enter into agreements "...to enlist assistance to implement the duties and responsibilities of the Board."

Vendor Name	Services	Service Period	Contract Amount
KDE	SEED Grant	11/1/15 – 6/30/16	\$212,674.00

Contact Person:

Mr. Jimmy Adams

Executive Director

502-564-4606

E-mail: Jimmy.Adams@ky.gov

Date:

December 14, 2015

Agenda Book

**EDUCATION PROFESSIONAL STANDARDS BOARD
STAFF NOTE**

Information/Discussion Item B

Information Item:

Notice of Intent to Amend 16 KAR 2:010, 2:020, 2:100, 2:110, 2:120, 2:200, 9:030, 9:040, and 9:080

Applicable Statutes and Regulation:

KRS 158.6451, 160.380, 161.020, 161.028(1), 161.030, 160.380, 16 KAR 2:010

Applicable Goal:

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Background:

16 KAR 2:010 addresses the requirements for teaching certification. The most recent revision of section 2, item 4 requires “a national and state criminal background check performed in accordance with KRS 160.380(5) within twelve (12) months prior to the date of application.” At the October 12, 2015, meeting of the Board, the Board determined that the regulation should be rewritten for efficiency by altering 16 KAR 2:010(2)(4) to remove the language that requires a criminal background records check for certification due to the local district requirements of KRS 160.380(5)(a) and (b) and to include language so that during a district review of the criminal backgrounds records check, if a district finds a criminal history, the district shall notify the EPSB of that history. EPSB staff shall review the certificate holder’s application, Character and Fitness form, and the criminal background records check to see if a violation of KRS 161.120 or the Professional Code of Ethics occurred and if action by the Board is merited.

The amendment of 16 KAR 2:010 will result in the need to amend the following regulations which refer to 16 KAR 2:010: 16 KAR 2:020, 2:100, 2:110, 2:120, 2:200, 9:030, 9:040, and 9:080

Contact Person:

Mr. Jimmy Adams
Executive Director
(502) 564-4606
E-mail: Jimmy.Adams@ky.gov

Date:

December 14, 2015

Agenda Book

**EDUCATION PROFESSIONAL STANDARDS BOARD
STAFF NOTE**

Information/Discussion Item C

Information Item:

Notice of Intent to amend 16 KAR 2:010, 2:020, 2:100, 2:110, 2:120, 2:200, 9:030, 9:040, 9:080

Applicable Statutes and Regulation:

KRS 158.6451, 160.380, 161.020, 161.028(1), 161.030, 160.380, 16 KAR 2:010, 2:020, 2:100, 2:110, 2:120, 2:200, 9:030, 9:040, 9:080

Applicable Goal:

Goal 2: Every professional position in a Kentucky public school is staffed by a properly credentialed educator.

Background:

16 KAR 2:010 addresses the requirements for teaching certification. The most recent revision of section 2, item 4, requires “a national and state criminal background check performed in accordance with KRS 160.380(5) within twelve (12) months prior to the date of application.” At the October 12, 2015, meeting of the Board, the Board determined that the regulation should be rewritten for efficiency by altering 16 KAR 2:010(2)(4). The Board also directed staff to remove the language that requires a criminal background records check for certification due to the local district requirements of KRS 160.380(5)(a) and (b) and to include language so that during a district review of the criminal backgrounds records check, if a district finds a criminal history, the district shall notify the EPSB of that history. EPSB staff shall review the certificate holder’s application, Character and Fitness form, and the criminal background records check to see if a violation of KRS 161.120 or the Professional Code of Ethics occurred and if action by the Board is merited.

The amendment of 16 KAR 2:010 will result in the need to amend the following regulations which refer to 16 KAR 2:010. 16 KAR 2:020, 2:100, 2:110, 2:120, 2:200, 9:030, 9:040, 9:080

Contact Person:

Mr. Jimmy Adams
Executive Director
(502) 564-4606
E-mail: Jimmy.Adams@ky.gov

Date:

December 14, 2015