

**Teacher Licensure Actions: Denials, Formal Reprimands, Suspensions,  
Revocations and Restorations**

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**The Background:**

**Formal Reprimand, Denial, Suspension or Revocation:**

Pursuant to State Board of Education Rule 0520-2-4-.01(9)(b):

The State Board of Education may revoke, suspend, reprimand formally or refuse to issue or renew a license for the following reasons:

1. Conviction of a felony,
2. Conviction of possession of narcotics,
3. Being on school premises or at a school-related activity involving students while documented as being under the influence of, possessing or consuming alcohol or illegal drugs,
4. Falsification or alteration of a license or documentation required for licensure,
5. Denial, suspension or revocation of a license or certificate in another jurisdiction for reasons which would justify denial, suspension or revocation under this rule, or
6. Other good cause. Other good cause shall be construed to include noncompliance with security guidelines for TCAP or successor tests pursuant to T.C.A. § 49-1-607, default on a student loan pursuant to T.C.A. § 49-5-108(d)(2) or failure to report under part (e).

For purposes of this part (b), “conviction” includes conviction on a plea of guilty, a plea of nolo contendere or an order granting pre-trial or judicial diversion.

A person whose license has been denied, suspended or revoked may not serve as a volunteer or be employed, directly or indirectly, as an educator, paraprofessional, aide, substitute teacher or in any other position during the period of the denial, suspension or revocation.

**Restoration:**

Pursuant to State Board of Education Rule 0520-2-4-.01(9)(c):

A person whose license has been denied, suspended or revoked under parts (a) or (b) may apply to the Board to have the license issued or restored upon application showing that the cause for denial, suspension or revocation no longer exists and that the person has complied with any terms imposed in the order of denial or revocation. In the case of a felony conviction, before an application will be considered, the person must also show

that any sentence imposed, including any pre-trial diversion or probationary period has been completed. Application for such issuance or restoration shall be made to the Office of Teacher Licensing and shall be voted on at a regularly scheduled meeting of the State Board of Education. Nothing in this section is intended to guarantee restoration of a license.

**The Recommendation:**

Board action is required. Counsel to the Board recommends approval of the attached orders imposing the discipline noted below.

- A. Bray, Ronnie - Formal reprimand
- B. Campbell, Robert – Suspension, two (2) years, retroactive
- C. Cassel, Rebecca – Suspension, one (1) year
- D. Cox, Dustin – Suspension, concurrent
- E. Dickerson, Angie – Formal reprimand
- F. Doyle, Daniel – Revocation
- G. Harvey-Lacey, Donna – Suspension, one (1) year, retroactive
- H. Seay, Kristen – Suspension, one (1) year, retroactive
- I. Tolley, Leon – Suspension, concurrent
- J. Walker, Leann – Suspension, one (1) year, retroactive

**Ronnie Bray**  
**Formal Reprimand**

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**The Background:**

*Allegation:* Mr. Bray, an employee of Rutherford County Schools, was alleged to have assaulted a student during physical education class. On April 24, 2014, Mr. Bray entered a conditional plea on a charge of offensive touching in the General Sessions Court of Rutherford County, Tennessee.

*Status:* Respondent was notified by certified mail of the Board's intent to revoke his license, based upon these findings, and of his right to a hearing. Respondent received notice and requested a hearing. Subsequently, the Board received documentation that Respondent's criminal charge had been dismissed and expunged from his record. In light of this disposition, the Board agreed to reduce the proposed action to a formal reprimand. Respondent knowingly and voluntarily waived his right to a hearing and consented to a formal reprimand of his license.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(6).

The Board staff review committee recommends formally reprimanding Respondent's teaching license.

**Robert Campbell**  
**Suspension, two (2) year, retroactive**

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**The Background:**

*Allegation:* Mr. Campbell, an employee with the Marshall County School System, resigned following allegations of inappropriate conduct with female students.

*Status:* Respondent was notified by certified mail of the Board's intent to suspend his license, based upon these findings, and of his right to a hearing. Respondent received notice and requested a hearing. Subsequently, Respondent knowingly and voluntarily waived his right to a hearing and consented to a two (2) year, retroactive suspension of his license.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(6).

The Board staff review committee recommends suspending Respondent's teaching license for two (2) years, retroactive to November 5, 2012, the date of his resignation from the Marshall County School System.

**Rebecca Cassel**  
**Suspension, one (1) year**

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**The Background:**

*Allegation:* Ms. Cassell resigned from Sumner County Schools following allegations that she instructed a student to hit another student.

*Status:* Respondent was notified by certified mail of the Board's intent to suspend her license based upon these findings, and of her right to a hearing. Respondent received notice but did not request a hearing.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-04-.01(9)(b)(6).

The Board staff review committee recommends suspending Respondent's teaching license for one (1) year.

**Dustin Cox**  
**Suspension, Concurrent**

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**The Background:**

*Allegation:* Mr. Cox's license was suspended in Kentucky for conviction of Possession of a Controlled Substance in the Third Degree and Driving under the Influence.

*Status:* Respondent was notified by certified mail of the Board's intent to suspend his license, based upon these findings, and of his right to a hearing. Respondent received notice but did not request a hearing.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(5).

The Board staff review committee recommends suspension of Respondent's teaching license concurrent with the suspension in Kentucky.

**Angie Dickerson  
Formal Reprimand**

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**The Background:**

*Allegation:* Ms. Dickerson admitted to breaching test security by telling students to recheck their work and specifically mentioning one student by name.

*Status:* Respondent was notified by certified mail of the Board's intent to formally reprimand her license based upon these findings, and of her right to a hearing. Respondent received notice and requested a hearing. Subsequently, Respondent, through counsel, knowingly and voluntarily withdrew her request for a hearing and consented to a formal reprimand of her license.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-04-.01(9)(b)(6).

The Board staff review committee recommends formally reprimanding Respondent's teaching license.

**Daniel Doyle  
Revocation**

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**The Background:**

*Allegation:* Mr. Doyle was dismissed from Huntingdon Special School District for misconduct with a student. Mr. Doyle was subsequently convicted of statutory rape by an authority figure, a Class E Felony, in the Carroll County Circuit Court.

*Status:* Respondent was notified by certified mail of the Board's intent to revoke his licensure based upon these findings, and of his right to a hearing. Respondent received notice and, through counsel, requested that the Board hold this licensure action until the conclusion of Respondent's appeal of his criminal conviction. In October 2014, Respondent, through counsel, notified the Board that the conviction of statutory rape is now final and a judgment has been entered.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-04-.01(9)(b)(1).

The Board staff review committee recommends revocation of Respondent's teaching license.



**Donna Harvey-Lacey**  
**Suspension, one (1) year, retroactive**

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**The Background:**

*Allegation:* Ms. Harvey-Lacey was suspended from McKenzie Special School District for breaching test security by assisting students on the MAAS assessment. Because of Ms. Harvey-Lacey's breach, students' scores were nullified.

*Status:* Respondent was notified by certified mail of the Board's intent to revoke her license based upon these findings, and of her right to a hearing. Respondent received notice and requested a hearing. Subsequently, Respondent, through counsel, knowingly and voluntarily waived her right to a hearing and agreed to a one (1) year retroactive suspension of her teaching license.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(6).

The Board staff review committee recommends suspending Respondent's teaching license for one (1) year, retroactive to April 23, 2013, the date of her suspension from McKenzie Special School District.

**Kristen Seay**  
**Suspension, one (1) year, retroactive**

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**The Background:**

*Allegation:* Ms. Seay resigned from Montgomery County Schools after admitting to falsifying student information in TCAP-ALT portfolios and having students and teachers sign for work they did not complete. Because of Ms. Seay's breach of testing security, students' scores were nullified.

*Status:* Respondent was notified by certified mail of the Board's intent to suspend her teaching license based upon these findings, and of her right to a hearing. The certified letter was returned unclaimed. The U.S. Postal Service notation that a properly addressed certified letter is "unclaimed" is sufficient evidence of the addressee's refusal to accept service and is sufficient legal notice to the addressee.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(6).

The Board staff review committee recommends suspending Respondent's teaching license for one (1) year, retroactive to February 17, 2014, the date of her resignation.

**Leon Tolley**  
**Suspension, Concurrent**

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**The Background:**

*Allegation:* Mr. Tolley resigned from Carter County Schools, following allegations of involvement with illegal prescription drugs on school premises. Respondent subsequently entered into pretrial diversion for two counts of theft in the Criminal Court for Carter County at Elizabethton, Tennessee.

*Status:* Respondent was notified by certified mail of the Board's intent to suspend his license based upon these findings, and of his right to a hearing. Respondent, through counsel, knowingly and voluntarily waived his right to a hearing and agreed to a suspension of his teaching license concurrent with his probation.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(6).

The Board staff review committee recommends suspension of Respondent's teaching license concurrent with his probation. Reinstatement will be contingent upon proof that he has completed the terms of his sentence and paid all court costs.

**Leann Walker**  
**Suspension, Concurrent**

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**The Background:**

*Allegation:* Ms. Walker breached testing security by asking a student teacher to sign portfolio assessments for another teacher. Because of Ms. Walker's breach, students' scores were nullified.

*Status:* Respondent was notified by certified mail of the Board's intent to suspend her license based upon these findings, and of her right to a hearing. The certified letter was returned unclaimed. The U.S. Postal Service notation that a properly addressed certified letter is "unclaimed" is sufficient evidence of the addressee's refusal to accept service and is sufficient legal notice to the addressee.

**The Recommendation:**

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-2-4-.01(9)(b)(6).

The Board staff review committee recommends suspension of Respondent's teaching license for one (1) year, retroactive to February 21, 2014, the date of the breach of testing security.