
Licenses: Formal Reprimand, Denial, Suspension, Revocation and Restoration

The Background:

Formal Reprimand Denial, Suspension or Revocation:

Pursuant to State Board of Education Rule 0520-02-03-.09:

The State Board of Education shall automatically revoke the license of a licensed teacher or administrator without the right to a hearing upon receiving verification of the identity of the teacher or administrator together with a certified copy of a criminal record showing that the teacher or school administrator has been convicted of any felony or offense listed at T.C.A. §§ 40-35-501(i)(2), 39-17-417, a sexual offense or a violent sexual offense as defined in 40-39-202, any offense in title 39, chapter 13, 39-14-301 and 39-14-302, 39-14-401 and 39-14-404, 39-15-401 and 39-15-402, 39-17-1320, or any other offense in title 39, chapter 17, part 13 (including conviction on a plea of guilty or nolo contendere, conviction for the same or similar offense in any jurisdiction, or conviction for the solicitation of, attempt to commit, conspiracy, or acting as an accessory to such offenses).

Also, 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.

Reinstatement:

Pursuant to State Board of Education Rule 0520-02-03-.09(3):

A person whose license has been denied, suspended or revoked under parts (1) or (2) 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 Recommendations:

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

- A. Kendra Grisham – Revocation
- B. William Harwood – Suspension, one year
- C. Bradley Martin – Revocation
- D. Foster Montgomery – Suspension, one year
- E. Bethany Parsons – Formal Reprimand
- F. Andrea Patterson – Revocation
- G. James Sales – Revocation
- H. James Sanders – Revocation
- I. Patricia Thomas – Voluntary Surrender
- J. Peter Wade – Suspension
- K. Heather Wardlaw – Revocation

**Kendra Grisham
Revocation**

The Background:

Facts: In June, the LEA dismissed Respondent after she pled guilty to criminal trespass and vandalism, and found her to have engaged in conduct qualifying for termination as incompetent, inefficient, negligent, unprofessional, and insubordinate.

Status: Respondent was notified by certified mail of the Board's intent to revoke her teaching 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 0520-02-03-.09(2)(f).

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

**William Harwood
Suspension, One Year**

The Background:

Facts: In March, the Respondent resigned his teaching position after a coworker found inappropriate photographs of the Respondent on a school laptop computer.

Status: Respondent was notified by certified mail of the Board's intent to suspend his teaching 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 0520-02-03-.09(2)(f).

The Board staff review committee recommends suspension of Respondent's teaching license for a time period of one year.

**Bradley Martin
Revocation**

The Background:

Allegation: In July, 2015, the state of Ohio revoked Respondent's educator license. Ohio's action is based on an April, 2015, felony conviction for theft in office. The revocation in Ohio is for conduct which would support revocation in Tennessee.

Status: Respondent was notified by certified mail of the Board's intent to revoke his teaching license based upon these findings, and of his 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. By refusing delivery of the certified mail, Respondent has waived the right to a hearing.

The Recommendation:

Respondent's conduct constitutes grounds for denial of a license pursuant to Board Rule 0520-02-03-.09(2)(e).

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

**Foster Montgomery
Suspension, One Year**

The Background:

Allegation: In November, 2015, Respondent retired during a meeting with the Superintendent of Williamson County Schools. The conduct at issue was Respondent placing his hand on a student and applying pressure to discipline the student.

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 0520-02-03-.09(2)(f).

The Board staff review committee recommends suspension of Respondent's teaching license for a time period of one year.

**Bethany Parsons
Formal Reprimand**

The Background:

Allegation: The Respondent was found guilty of misdemeanor theft. Her sentence has been completed and she received a three day suspensions from her LEA for her conduct.

Status: Respondent was notified by certified mail of the Board's intent to issue a formal reprimand based upon these findings. Respondent received notice and waived her right to a hearing. Her response is attached.

The Recommendation:

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-03-.09(2)(f).

The Board staff review committee recommends issuance of a formal reprimand to Respondent.

**Andrea Patterson
Revocation**

The Background:

Allegation: In September, 2015, Respondent resigned following an investigation into how empty containers for alcoholic beverages came to be found in her classroom closet.

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 but did not request a hearing.

The Recommendation:

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-03-.09(2).

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

**James Sales
Revocation**

The Background:

Allegation: Respondent pled guilty to federal charges relating to the PRAXIS cheating scandal of 2010.

Status: Respondent was notified by certified mail of the Board's intent to revoke his teaching 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 0520-02-03-.09(2).

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

**James Sanders
Revocation**

The Background:

Allegation: In August, 2015, Respondent pled guilty to solicitation of a minor to commit sexual battery.

Status: Respondent was notified by certified mail of the Board's intent to revoke his teaching 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 or suspension pursuant to Board Rule 0520-02-03-.09(2)(f).

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

**Patricia Thomas
Voluntary Surrender**

The Background:

Allegation: Respondent suffers from a medical condition that may result in lapses of judgment. In 2015, Respondent took an assessment on the ticket of a student who had withdrawn from her class, possibly as a result of her impaired judgment. Respondent has elected to retire from teaching and surrender her license due to her underlying medical condition.

Status: Respondent was notified by certified mail of the Board's intent to take formal action based upon these findings, and of her right to a hearing. Respondent received notice and requested the opportunity to permanently surrender her license.

The Recommendation:

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-03-.09(2)(f).

The Board staff review committee recommends acceptance of her voluntary surrender.

**Peter Wade
Suspension**

The Background:

Allegation: In 2015, Respondent resigned from Williamson County Schools. The resignation was during an investigation into Respondent's conduct related to production of parody music videos with students that may have violated Williamson County's school policies.

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 agreed to the terms of the Agreed Order of Suspension attached.

The Recommendation:

Respondent's conduct constitutes grounds for license revocation, suspension, or formal reprimand pursuant to Board Rule 0520-02-03-.09(2).

The Board staff review committee recommends acceptance of the attached Agreed Order of Suspension.

**Heather Wardlaw
Revocation**

The Background:

Allegation: In October, 2015, Respondent pled guilty to felony of property.

Status: Respondent was notified by certified mail of the Board's intent to revoke her teaching 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 or suspension pursuant to Board Rule 0520-02-03-.09(2)(a).

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