

# **PROFESSIONAL STANDARDS AND PRACTICES COMMISSION**



## **ANNUAL REPORT 2016**



Commonwealth of Pennsylvania  
Tom Wolf, Governor

Professional Standards and Practices Commission  
Shane F. Crosby, Executive Director

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## LETTER FROM THE CHAIRPERSON PRO TEMPORE

Dear Governor Wolf and Members of the General Assembly:

It is my pleasure to provide you with the Annual Report of the Professional Standards and Practices Commission (“PSPC”) for 2016. The Annual Report is designed to provide an overview of the PSPC’s mission and operation, to identify major issues currently before the PSPC and to report on the public disciplinary actions imposed in 2016.

Since its inception, the PSPC has worked arduously to safeguard the children of the commonwealth through the imposition of educator discipline. In furtherance of our adjudicatory duties, we continue to review and take action upon educator disciplinary cases that are prosecuted by the Pennsylvania Department of Education (“PDE”). The number of reported cases has increased dramatically over the past few years and the PSPC is working with PDE to find ways to ensure that this upsurge does not detract from an effective, fair and efficient disciplinary process. A summary of the disciplinary actions taken in 2016 can be found in the body of this report.

While the disciplinary process consumes the majority of the PSPC’s efforts, the PSPC strives to provide timely and pertinent advice to the State Board of Education (“State Board”) and PDE on issues related to the improvement of teacher preparation and certification. The PSPC also remains committed to augmenting our outreach efforts to school entities and teacher preparation programs. These efforts are designed to inform the members of the educational community about their individual responsibilities to the profession and to reduce the incidence of misconduct.

I would like to take this opportunity to note the passing of Dr. Gilbert R. Griffiths, who died unexpectedly on April 28, 2017. Dr. Griffiths was first appointed to the PSPC in 1990 and was reappointed in 2002 and 2010. He served as Chairperson from 2008 until his death. Dr. Griffiths was a dedicated educator and an integral member of the PSPC. His many contributions to the commonwealth and to the educational community will be remembered for years to come.

Finally, I would like to thank our Executive Director and legal counsel, Shane Crosby, and our administrative assistant, Suzanne Markowicz, for their guidance and dedication. I would also like to thank Carolyn Angelo, who retired in June of 2016 after nearly 20 years of service to the PSPC.

Respectfully,

Myron Yoder, Chairperson Pro Tempore  
Professional Standards and Practices Commission

PROFESSIONAL STANDARDS AND  
PRACTICES COMMISSION 2016  
MEMBERSHIP

Gilbert R. Griffiths, Chair\*  
Wilkes University  
Administrator (retired)

James Gilhooley, Standards Chair  
Keystone College  
Administrator

George P. Drake, Jr.  
Millersville University  
H.E. Administrator

Ryan M. Devlin\*\*\*  
Brockway Area S.D.  
Teacher

Myron Yoder, Practices Chair  
Allentown S.D.  
Teacher (retired)

Constance Henry  
Cumberland Valley S.D.  
Principal

*Meghan L. Nese\*\**  
Burrell S.D.  
Teacher

Phyllis C. Comer  
Woodland Hills S.D.  
Teacher (retired)

Eugene M. Dangelo  
Mount Pleasant Area S.D.  
Teacher (retired)

Lisa A. Barbour\*\*\*\*  
Fox Chapel Area S.D.  
Teacher

Elizabeth Brewer  
Warrior Run SD (retired)  
Educational Specialist

Vacancy  
Public Member

Vacancy  
Public Member

James E. Grandon, *Jr.*, ex officio  
State Board of Education

\* Deceased April 28, 2017

\*\*Resigned effective April 1, 2016

\*\*\*Resigned effective August 7, 2016

\*\*\*\*Resigned effective November 2, 2016

## **COMMITTEE STRUCTURE**

The PSPC continues to provide leadership to the educational community predominantly through the work of its two standing committees. Each commissioner sits on either the Practices Committee or the Standards Committee. The Standards Committee is charged with fulfilling the advisory functions imposed by the Act, while the Practices Committee is responsible for reviewing and revising the implementation of the Act and its concomitant bylaws and regulations.

## **CALENDAR OF MEETINGS FOR 2016**

By law, the PSPC must meet at least five times each year. In practice, the full PSPC typically meets every other month on either the second or the third Monday of the month. Additionally, PSPC panels convene as necessary to hear immediate suspension cases and PSPC committees may meet more frequently depending on their respective projects. Meeting dates and times are publicized and the general public is welcome to attend. While the decisions of the PSPC are announced in public, the actual deliberations concerning individual discipline cases are held in private in keeping with the confidentiality provisions of the Act. Regular meetings of the PSPC for 2016 were scheduled as follows:

**January 25, 2016\***  
**March 14, 2016**  
**May 9, 2016**  
**July 11, 2016**  
**September 19, 2016**  
**November 14, 2016**

\*cancelled due to snow

## **MISSION STATEMENT**

The PSPC is committed to providing leadership for improving the quality of education in the commonwealth by establishing high standards for preparation, certification, practice and ethical conduct in the teaching profession.

## **INTRODUCTION**

The PSPC was created by the General Assembly with the belief that educators, as members of a profession, should be self-governing. The PSPC is comprised of 13 voting members who broadly represent the education community in Pennsylvania. In addition, a member of the State Board sits ex officio as a non-voting member. Members are appointed by the governor with the advice and consent of a majority of the members of the Senate. Under the Educator Discipline Act ("Act"), the membership shall consist of:

- six classroom teachers;
- three administrators, at least one of whom is a commissioned officer and one a principal;
- one administrator from an approved institution of higher learning in the commonwealth offering approved teacher education programs;

- two members from the general public, one of whom is an elected public school director; and
- one educational specialist.

Under the Act, the General Assembly established the PSPC as the legal adjudicatory body in the commonwealth for administering educator discipline and overseeing the reinstatement of certificates surrendered, suspended or revoked and ensuring that the disciplinary process is fair and efficient. In addition, the General Assembly invested the PSPC with a host of advisory functions to assist the State Board and PDE in achieving excellence within the education profession. These advisory functions include providing recommendations on the following: certification standards and requirements; standards for professional educator preparation programs; and effectiveness of professional educator preparation programs.

The Act also tasks the PSPC with adopting and maintaining a Code of Professional Practice and Conduct for Educators (“code”). The code, which was first adopted in 1992, sets forth the standards of behavior that reflect the shared values of the educator community in Pennsylvania. Intrinsic to the ethical standards set forth in the code are the values of trust and fair mindedness; honoring human dignity, emotional well-being and cognitive development; respect for spiritual and cultural values; and integrity in professional commitments and responsibilities. Every educator in the commonwealth is expected to internalize and observe the standards of conduct espoused in the code. The code can be found in Chapter 235 of Title 22 of the Pennsylvania Code or on the PSPC’s website: [www.pspc.education.pa.gov](http://www.pspc.education.pa.gov).

Each year, the PSPC compiles data regarding the disciplinary actions it imposes. The PSPC provides this data to the governor, the General Assembly, the State Board, members of the education profession, other stakeholders and the public.

### **DISCIPLINARY AUTHORITY**

PDE is responsible for the intake of complaints and for the investigation and prosecution of educator misconduct. PDE receives allegations of educator misconduct from various sources. Information regarding alleged misconduct may come from JNET referrals,<sup>1</sup> mandatory reports by school entities and educators<sup>2</sup> or members of the public. The Act delineates a very specific process for the receipt and

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1. Pursuant to section 111.2 of the Public School Code of 1949, PDE is required to obtain and monitor public safety and criminal justice information, including, but not limited to, arrest and disposition information, for all educators and shall use such information for certification and discipline purposes. 24 P.S. § 1-111.2. PDE obtains and monitors public safety and criminal justice information through the Pennsylvania Justice Network (“JNET”). On September 18, 2013, JNET began automatically notifying via email PDE’s Office of Chief Counsel whenever a significant event (e.g. an arrest, disposition, want, warrant, state parole violation, PennDOT change of address or death) occurs involving an educator.

2. Pursuant to section 9a of the Act (24 P.S. § 2070.9a), school entities are mandated to report educator misconduct to PDE under certain circumstances. A mandated school entity report is triggered if: an educator has been provided with notice of intent to dismiss or remove for cause; an educator is charged with or convicted of a misdemeanor or felony offense; there are allegations that an educator engaged in sexual misconduct or sexual abuse or exploitation; there is reasonable cause to suspect that an educator has caused physical injury to a child or student as a result of negligence or malice; an educator has resigned, retired or otherwise separated from employment following allegations of misconduct; an educator is the subject of a child abuse report filed by the school entity; or the school entity knows an educator has been named as a perpetrator or as an individual responsible for injury or abuse in an indicated or founded report of child abuse. Section 9a also requires any educator with knowledge that another educator has engaged in conduct constituting sexual misconduct or sexual abuse or exploitation to file a report with PDE, his or her immediate supervisor and the chief school administrator.

investigation of complaints as well as the commencement of formal disciplinary proceedings. If after investigation PDE determines discipline is warranted, it will file a Notice of Charges with the PSPC. Once a Notice of Charges is filed, in some cases the PSPC appoints a neutral hearing officer to conduct a hearing on its behalf and prepare a recommended decision. In other cases, the matter proceeds directly to the PSPC for adjudication. In all cases, the PSPC is the ultimate fact finder and adjudicator. The PSPC announces its decisions orally at its regularly scheduled public meetings. Written decisions are issued shortly thereafter. Decisions imposing public discipline are made public. Both the affected educator and PDE have the opportunity to appeal the PSPC's decision to Commonwealth Court. For a detailed explanation of each step in the disciplinary process, please visit the PSPC's website. In 2016, PDE received 672 educator misconduct complaints and filed 76 Notices of Charges with the PSPC.

The PSPC's disciplinary authority extends to all educators. The term "educator" includes all individuals who are certificated as teachers, administrators or educational specialists by the Commonwealth of Pennsylvania, including individuals who hold private academic school certification. In addition to anyone who holds public or private academic school certification, the term "educator" includes two groups of non-certificated individuals who are included because of their employment in or with a school: charter or cyber charter school staff members and contracted educational provider staff members. These individuals fall under the PSPC's jurisdiction because they provide direct educational services to students and would be required to hold a certificate if they worked in a traditional public school.

Professional discipline refers to action taken by the PSPC against an educator's certification or eligibility to work as a charter or cyber charter school staff member or contracted educational provider staff member as a result of misconduct. Discipline ordered by the PSPC is separate from any discipline that may be imposed by an employer. Discipline imposed by an employer only affects the employment relationship between the individual and the employer, whereas discipline ordered by the PSPC may affect the individual's ability to teach in any local school entity in Pennsylvania. The PSPC may impose discipline in addition to any disciplinary action imposed by an employer for the same misconduct or even in the absence of local discipline.

Under the Act, discipline includes the following:

- Private Reprimand: A private written admonishment;
- Public Reprimand: A public written admonishment;
- Suspension: The temporary termination of a certificate or employment eligibility for a fixed period of time, for an indefinite period of time, or until certain conditions are met;
- Revocation: The termination of a certificate or employment eligibility;
- Surrender: The termination by consent of a certificate or employment eligibility.

In addition, the PSPC may impose fines or fees and other conditions as supplemental to discipline sanctions. Educators who receive a private or public reprimand may continue to work as educators. Educators whose certificates or employment eligibility are surrendered, suspended or revoked may not be employed by a school entity in any position that requires certification or that would require

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A mandatory report is distinct from a complaint. If upon review, PDE determines discipline may be warranted, PDE will file a complaint and conduct an investigation. In 2016, PDE received 324 mandatory reports from school entities and educators.

certification in a traditional public school unless the PSPC reinstates the certificate or employment eligibility. The PSPC retains authority to reinstate certificates or employment eligibility previously surrendered, suspended or revoked.

## **GROUNDINGS FOR DISCIPLINE**

While there is no definitive laundry list of actions that will result in discipline by the PSPC, there are certain categories of conduct that may, or in some cases will, trigger professional discipline. On a macro level, misconduct under the Act can be characterized as either criminal or non-criminal. As explained in more detail below, the distinction between criminal and non-criminal misconduct rests with the discretion that the PSPC has in fashioning discipline.

### **Discipline for Criminal Offenses (24 P.S. § 2070.9b)**

An educator can be disciplined by the PSPC on the sole basis that the educator has been convicted of certain crimes. In these cases, a hearing is generally not necessary and the matter proceeds directly to the PSPC for adjudication once PDE has provided the PSPC with certified court documents evidencing the educator's conviction.

Section 9b of the Act (24 P.S. § 2070.9b) requires the PSPC to revoke the certificate and/or employment eligibility of any educator convicted of one of the crimes listed in section 111(e)(1)-(3) of the Public School Code of 1949, which include violent offenses, sex offenses, felony drug offenses and similar offenses under the laws of other jurisdictions. The PSPC is also authorized to immediately suspend the certificate and/or employment eligibility of an educator charged with one of these offenses if the PSPC determines that the educator poses a threat to the health, safety or welfare of students or other persons in a school.

Section 9b of the Act also requires the PSPC to revoke the certificate and/or employment eligibility of any educator convicted of a crime involving moral turpitude. The decision of whether a particular crime involves moral turpitude rests with the PSPC. In making that determination, the PSPC considers only the statutory definition of the crime juxtaposed against the PSPC's definition of moral turpitude. The PSPC does not consider the conduct underlying the criminal conviction. Generally, all crimes involving dishonesty, fraud or deception are considered to be crimes involving moral turpitude. A list of crimes previously determined by the PSPC to be crimes involving moral turpitude is available on the PSPC's website.

Not all educators who are convicted of a crime will face revocation of their certification or employment eligibility. Only convictions for crimes involving moral turpitude and crimes listed in section 111(e)(1)-(3) of the Public School Code result in an automatic revocation under the Act. In all other cases, PDE may pursue discipline against an educator convicted of a crime, but any discipline would be based upon the educator's conduct rather than the mere existence of a conviction and the PSPC has discretion in imposing discipline.

### **Imposition of Discipline on Additional Grounds (Non-Criminal Grounds) (24 P.S. § 2070.9c)**

It is not necessary that an educator be convicted of a crime in order to be disciplined by the PSPC. The Act gives the PSPC broad authority to discipline educators on non-criminal grounds that encompass a wide-variety of unprofessional behaviors. In these cases, PDE must prove in a hearing that the educator engaged in misconduct and the PSPC is free to impose any level of discipline or no discipline as it deems appropriate based upon the unique facts and circumstances of the case.

The Act authorizes the PSPC to discipline educators who are found guilty of immorality, incompetency, intemperance, cruelty, negligence, sexual misconduct, sexual abuse or exploitation (definitions of these terms can be found in section 1b of the Act and Ch. 237 of Title 22 of the Pennsylvania Code), violations of the Code of Professional Practice and Conduct for Educators, violations of any provision of the Act of May 29, 1931 (P.L. 210, No. 126) (relating to improper or illegal use of certification status), failure to comply with duties under the Act, including mandatory reporting duties, and actions taken to threaten, coerce or discriminate or otherwise retaliate against an individual who in good faith reports actual or suspected misconduct under the Act or against complainants, victims, witnesses or other individuals participating or cooperating in proceedings under the Act.

The actual activities that form the basis for discipline may include conduct occurring outside of school hours and off school property. There is no requirement that the conduct be directly related to the performance of professional duties on school grounds. Generally, any conduct that sets a bad example or endangers students, violates the code or an educator's legal obligations or otherwise calls into question an educator's fitness to fulfill his or her professional or ethical responsibilities may serve as a basis for discipline.

### **Imposition of Discipline on Founded Reports (24 P.S. § 2070.9d)**

Similar to a conviction for a crime involving moral turpitude or a crime set forth in section 111(e)(1)-(3) of the Public School Code of 1949, a founded report of child abuse also mandates revocation. Section 9d provides that the PSPC shall direct PDE to revoke the certificate and/or employment eligibility of any educator who is named as the perpetrator or as an individual responsible for injury or abuse in a founded report of child abuse even if the educator has not been convicted of a crime.

### **Reciprocal Discipline (24 P.S. § 2070.9e)**

Pennsylvania participates with its sister states and several Canadian provinces in a database administered by the National Association of State Directors of Teacher Education and Certification (NASDTEC). Each jurisdiction submits all adverse actions taken against educators into the Clearinghouse and the information is shared with all participating jurisdictions. Prior to the issuance of any Pennsylvania certificate, PDE crosschecks the applicant against the Clearinghouse to ensure that no other jurisdiction has imposed discipline against the applicant. Similarly, PDE checks all disciplinary actions entered by other jurisdictions against its entire database on a monthly basis, which reveals whether any Pennsylvania certificate holders have been disciplined in another jurisdiction. Under the Act, the PSPC may impose identical or comparable discipline against a Pennsylvania educator if the discipline imposed by the other jurisdiction is for conduct that would be actionable in Pennsylvania, unless the educator can demonstrate certain legal reasons why the imposition of reciprocal discipline is unwarranted.

### **Reinstatement (24 P.S. § 2070.16)**

The PSPC has the authority to reinstate certificates or employment eligibility surrendered, suspended or revoked when to do so would be "just and proper." The PSPC considers several factors to determine if the educator is fit to return to teaching. The Act, however, permanently prohibits reinstatement if the educator's conduct involved sexual abuse or exploitation or if the educator was convicted of a crime listed in section 111(e) of the Public School Code.

## 2016 DISCIPLINARY ACTIONS BY CASE TYPE

Educators in Pennsylvania are nationally recognized, highly qualified and exemplify the high ethical standards embodied in the Code of Professional Practice and Conduct for Educators. While the number of educator misconduct cases has risen steadily over the last several years, less than one percent of the educators in Pennsylvania are involved in the educator disciplinary process each year.

The following tables reflect the public disciplinary actions imposed by case type during the 2016 calendar year. Decisions that resulted in private reprimands are not captured in the tables. All adjudications of the PSPC are available online. In addition, all of the information listed in the tables can also be found online in the Notifications of Teaching Certificate Actions link on the PSPC's website: [www.pspc.education.pa.gov](http://www.pspc.education.pa.gov).

### **Criminal Conduct: Automatic Revocations and Immediate Suspensions (24 P.S. § 2070.9b)**

The following table reflects all educators whose certificates were suspended or revoked as the result of a charge or a conviction for a crime listed in section 111(e)(1)-(3) of the Public School Code or a crime involving moral turpitude. The table also reflects all educators who surrendered their certificates and/or employment eligibility after being charged with or convicted of such an offense.

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
Kelly	Michael A.	Charge: Unlawful Contact with Minor; Endangering Welfare of Children; Corruption of Minors; Aggravated Assault; Rape; Sexual Assault; Aggravated Indecent Assault	Immediate Suspension	1/15/2016	Allegheny Valley School NHS Human Services
Cinefra	Michael F.	Charge: Involuntary Deviate Sexual Intercourse; Unlawful Contact With Minor; Statutory Sexual Assault; Institutional Sexual Assault; Corruption of Minors; Indecent Exposure; Indecent Assault; Selling or Furnishing Alcohol to Minors	Immediate Suspension	2/24/2016	Plum Borough SD
Michaels	Frank J.	Charge: Endangering Welfare of Children	Immediate Suspension	2/24/2016	Wilkes-Barre Area SD
Baldwin	William W.	Charge: Corruption of Minors	Immediate Suspension	3/4/2016	La Academia Partnership Charter School
Bancroft	Michael A.	Conviction: Corruption of Minors; Possession of Drug Paraphernalia	Surrender	3/31/2016	Warren County SD
Becker	Joseph D.	Charge: Unlawful Contact With Minor; Corruption of Minors; Sexual Abuse of Children	Surrender	3/31/2016	Pennridge SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
Blume	Justin D.	Conviction: Terroristic Threats	Revocation	3/31/2016	
Bollinger	Timothy D.	Conviction (2008): Conspiracy to Distribute 500 Grams or more of Methamphetamine (federal/felony)  Charge (2015): Intentional Possession of a Controlled Substance; Manufacture, Delivery or Possession With Intent to Manufacture or Deliver a Controlled Substance; Use/Possession of Drug Paraphernalia; Conspiracy to Manufacture, Delivery or Possession With Intent to Manufacture or Deliver a Controlled Substance	Surrender	3/31/2016	
Chadderdon	Byron B.	Conviction: Theft by Deception; Theft by Failure to Make Required Disposition of Funds Received; Receiving Stolen Property	Revocation	3/31/2016	
Chasey	Mark A.	Conviction: Possession of Material Depicting the Sexual Exploitation of a Minor	Surrender	3/31/2016	
Colbert	Mark E.	Conviction: Forcible Sodomy (VA)	Revocation	3/31/2016	Orange County Public Schools (VA)
Dana	Norm Jay	Conviction: Sexual Battery (OH)	Revocation	3/31/2016	Boardman Local Schools (OH)
Davis	Scott	Conviction: Stalking; Harassment	Revocation	3/31/2016	
Delcollo	John A.	Charge: Theft by Failure to Make Required Disposition of Funds/Conspiracy; Theft by Unlawful Taking/Conspiracy; Receiving Stolen Property/Conspiracy; Theft of Secondary Metal/Conspiracy	Surrender	3/31/2016	
Foster	Clifford T.	Charge: Institutional Sexual Assault; Corruption of Minors	Surrender	3/31/2016	Pine-Richland SD
Heagey	Laura S.	Conviction: Receiving Stolen Property and Access Device Fraud	Revocation	3/31/2016	
Hollenbach	David C.	Conviction: Terroristic	Surrender	3/31/2016	

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		Threats Charge: Aggravated Assault; Stalking; Burglary; Recklessly Endangering Another Person; Unlawful Restraint; Simple Assault; Defiant Trespass; Harassment; Criminal Trespass			
Kalista Richards	Marcia	Conviction: Aggravated Assault; Burglary	Revocation	3/31/2016	
Kalwaic	Richard	Conviction: Sexual Abuse of Children (Child Pornography); Criminal Use of Communication Facility	Surrender	3/31/2016	
Manning	Matthew	Conviction: Sexual Abuse of Children (Child Pornography)	Revocation	3/31/2016	Muncy SD
Maritz, Jr.	Edward J.	Conviction: Forgery; Theft By Deception	Revocation	3/31/2016	Pine-Richland SD
McFarland	James	Conviction: Insurance Fraud	Revocation	3/31/2016	
McGarvey	Daniel S.	Conviction: Transportation of Minors-Travel with Intent to Engage in Illicit Sexual Conduct	Revocation	3/31/2016	Laurel Highlands SD
McNees	Karen L.	Conviction: Theft By Unlawful Taking or Disposition	Revocation	3/31/2016	
Meinzer	Scott S.	Conviction: Criminal Conspiracy/Burglary	Revocation	3/31/2016	
Miller	Linda J.	Conviction: Theft By Unlawful Taking or Disposition	Surrender	3/31/2016	Mifflin County SD
Puterbaugh	Matthew B.	Conviction: Statutory Sexual Assault; Involuntary Deviate Sexual Intercourse; Sexual Exploitation of Children (federal)	Revocation	3/31/2016	Dover Area SD
Reader	Otis M.	Conviction: Aggravated Indecent Assault; Indecent Assault	Revocation	3/31/2016	
Schmutzler	Jeffrey B.	Conviction: Certain Activities Relating to Material Constituting or Containing Child Pornography (federal)	Revocation	3/31/2016	Chambersburg Area SD
Scott	Larry E.	Charge: Endangering Welfare of Children	Immediate Suspension	3/31/2016	

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
Smith	Timothy R.	Conviction: Theft by Deception	Surrender	3/31/2016	
Springer	Heather E.	Conviction: Stalking	Revocation	3/31/2016	
Streep	Jessica A.	Conviction: Involuntary Deviate Sexual Intercourse	Revocation	3/31/2016	Norristown Area SD
Symonds	George J.	Conviction: Corruption of Minors	Surrender	3/31/2016	The Concept School
Tallarico	James J.	Conviction: Theft by Unlawful Taking or Disposition	Surrender	3/31/2016	Mid Valley SD
Hartle	James E.	Charge: Rape; Involuntary Deviate Sexual Intercourse; Aggravated Indecent Assault; Indecent Assault; Corruption Of Minors	Immediate Suspension	4/6/2016	
Hewes	Joshua A.	Charge: Aggravated Assault	Immediate Suspension	4/6/2016	Pine Grove Area SD
Baker	Bryce A.	Charge: Obscene and Other Sexual Materials and Performances; Unlawful Contact With Minor; Corruption Of Minors	Immediate Suspension	4/26/2016	Dover Area SD
Minnich	Shawn D.	Charge: Aggravated Assault	Immediate Suspension	5/26/2016	Northeastern SD
Cooper	Jason E.	Conviction: Institutional Sexual Assault; Corruption of Minors; Intimidation of Witnesses or Victims; Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors	Surrender	6/9/2016	Plum Borough SD
Cross	Katie L.	Conviction: Institutional Sexual Assault	Surrender	6/9/2016	Collegium Charter School
Foote	Therese M.	Conviction: Theft By Deception	Surrender	6/9/2016	Philadelphia SD
Howell, II	Richard	Charge: Sexual Abuse of a Child by Person in a Position of Trust, Authority or Supervision in the First Degree; Sexual Solicitation of a Child (DE)	Immediate Suspension	6/9/2016	Caesar Rodney High School (DE)
Hughes	Jennifer	Conviction: Conspiracy/Tampering with Public Records or Information (violated integrity and security of the PSSA)	Surrender	6/9/2016	Philadelphia SD
Marcini	Leigh	Charge: Rape;	Surrender	6/9/2016	

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		Involuntary Deviate Sexual Intercourse; Sexual Abuse of Children; Corruption of Minors; Indecent Assault; Criminal Use of Communication Facility			
Mitchell	Brandon	Charge: Sexual Abuse of Children; Endangering the Welfare of Children; Corruption of Minors; Unlawful Contact with Minor	Surrender	6/9/2016	Downingtown Area SD
Pron	Andrew R.	Charge: Theft By Unlawful Taking or Disposition; Receiving Stolen Property	Surrender	6/9/2016	Lower Merion SD
Ruggieri	Joseph J.	Conviction: Institutional Sexual Assault; Corruption of Minors; Intimidation of Witnesses or Victims	Surrender	6/9/2016	Plum Borough SD
Brecht	Jonathan	Charge: Sexual Abuse of Children	Immediate Suspension	6/14/2016	Seneca Valley SD
Thomas	Mark	Charge: Institutional Sexual Assault; Indecent Assault; Harassment	Immediate Suspension	6/14/2016	Central Columbia SD
Showers, Jr.	Troy F.	Charge: Corruption of Minors	Immediate Suspension	6/24/2016	Penns Valley Area SD Millville Area SD
Anderson	Jody K.	Conviction: Theft By Unlawful Taking or Disposition	Surrender	8/4/2016	
Anderson	Patricia M.	Conviction: False Statements: Fraud Obt. Food Stamps (Welfare Fraud)	Revocation	8/4/2016	
Baker	Bryce A.	Conviction: Corruption of Minors	Revocation	8/4/2016	Dover Area SD
Baldwin	William W.	Conviction: Corruption of Minors	Revocation	8/4/2016	La Academia Partnership Charter School
Bradley	Daniel C.	Conviction: Indecent Exposure	Revocation	8/4/2016	Agora Cyber Charter School
Burns	Marcus E.	Conviction: Invasion of Privacy	Revocation	8/4/2016	Milton Hershey School
Collins	Geraldine	Conviction: Theft By Unlawful Taking or Disposition	Revocation	8/4/2016	
Fugh	James E.	Charge: Sexual Abuse of Children; Unlawful Contact With Minor	Immediate Suspension	8/4/2016	
Highlands	Laurel L.	Charge: Stalking	Surrender	8/4/2016	Hempfield Area SD
Howell, II	Richard	Conviction: Sexual Abuse of a Child by Person in a	Surrender	8/4/2016	Caesar Rodney High School (DE)

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		Position of Trust, Authority or Supervision in the First Degree; Rape in the Fourth Degree (DE)			
Schiccatano	Samuel H.	Conviction: Inanimate/Animate Object Sexual Penetration; Rape (VA)	Revocation	8/4/2016	
Scialabba	Mary Beth	Conviction: Manufacture, Delivery or Possession with Intent to Manufacture or Deliver a Controlled Substance	Revocation	8/4/2016	Hopewell Area SD
Simrell	Rebecca	Conviction: Theft By Unlawful Taking or Disposition	Revocation	8/4/2016	
Smith	Richard P.	Conviction: Sexual Abuse of Children	Surrender	8/4/2016	
Stanczuk	Gregory	Conviction: Institutional Sexual Assault	Surrender	8/4/2016	Ridley SD
Wanner	Angela M.	Conviction: Access Device Fraud; Identity Theft; False/Fraudulent Medical Assistance Claim; Theft by Deception	Revocation	8/4/2016	
Zimmerman	Ryan W.	Conviction: Stalking	Revocation	8/4/2016	
Burdan	Steven	Charge: Institutional Sexual Assault; Criminal Use of Communication Facility	Immediate Suspension	8/18/2016	Pottsgrove SD
Chappell	Maria	Charge: Institutional Sexual Assault; Corruption of Minors; Unlawful Contact With Minor	Immediate Suspension	8/18/2016	Jeannette City SD
Kantner	Jonathan	Charge: Institutional Sexual Assault; Corruption of Minors; Indecent Assault	Immediate Suspension	8/18/2016	Lebanon SD
Limuli	Rose M.	Charge: Institutional Sexual Assault	Immediate Suspension	8/18/2016	Upper Dublin SD
Cook	David E.	Charge: Rape; Sexual Assault; Institutional Sexual Assault; Indecent Assault; Corruption of Minors; Furnishing Alcohol to a Minor	Immediate Suspension	10/24/2016	
Aldinger	Kelly	Charge: Institutional Sexual Assault	Surrender	10/26/2016	Easton Area SD
Anderson	Danielle N.	Charge: Aggravated Assault; Endangering Welfare of Children	Immediate Suspension	10/26/2016	Pittsburgh SD
Cortez	Evelyn	Conviction: Tampering	Surrender	10/26/2016	Philadelphia SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		with Public Records or Information; Conspiracy; Perjury			
Berwager	Steven	Charge: Sexual Abuse of Children; Criminal Use of Communication Facility; Rape of a Child; Involuntary Deviate Sexual Intercourse with a Child; Aggravated Indecent Assault; Sexual Assault; Indecent Assault	Surrender	10/26/2016	Conewago Valley SD
Docalovich	Edward J.	Charge: Manufacture, Delivery or Possession with Intent to Manufacture or Deliver a Controlled Substance; Possession of Red Phosphorus, Etc. with Intent to Manufacture Controlled Substances	Surrender	10/26/2016	Bethlehem Area SD
Grace	Ronald K.	Conviction: Theft By Unlawful Taking or Disposition	Surrender	10/26/2016	
Grafius	Thomas M.	Conviction: Corruption of Minors	Surrender	10/26/2016	
Kelly	Michael A.	Conviction: Corruption of Minors	Revocation	10/26/2016	Allegheny Valley School NHS Human Services
McCreery	Barbara	Conviction: Forgery; Tampering with Public Records or Information	Surrender	10/26/2016	Philadelphia SD
Mohlmann	Joshua A.	Charge: Statutory Sexual Assault; Involuntary Deviate Sexual Intercourse; Sexual Assault; Aggravated Indecent Assault; Institutional Sexual Assault; Endangering Welfare of Children; Corruption of Minors; Indecent Assault	Immediate Suspension	10/26/2016	Harmony Township School (NJ)
Rennie	Thomas W.	Conviction: False Identification to Law Enforcement Officer; Use//Possession of Drug Paraphernalia; Burglary; Theft by Unlawful Taking or Disposition; Retail Theft	Surrender	10/26/2016	
Roehrs	Kimberly	Charge: Endangering Welfare of Children; Corruption of Minors	Affidavit in Lieu of Immediate Suspension	10/26/2016	Penn-Delco SD
Sabatine	Palmer F.	Conviction: Acquisition or Obtain Possession of	Revocation	10/26/2016	Laurel Highlands SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		Controlled Substance by Misrepresentation; Conspiracy; Insurance Fraud			
Brecht	Jonathan	Conviction: Sexual Abuse of Children	Revocation	11/30/2016	Seneca Valley SD
Evans	Mattie J.	Charge: Corruption of Minors; Disseminate Explicit Sexual Material to a Minor	Surrender	11/30/2016	Lampeter-Strasburg SD
Farence, Jr.	Charles L.	Conviction: Sexual Abuse of Children	Surrender	11/30/2016	
Gattuso	Jason T.	Charge: Statutory Sexual Assault; Unlawful Contact with Minor; Indecent Assault; Institutional Sexual Assault; Involuntary Deviate Sexual Intercourse; Corruption of Minors; Endangering Welfare of Children; Criminal Solicitation - Child Pornography; Aggravated Indecent Assault	Surrender	11/30/2016	Springfield Township SD
Gessler	Kristin	Conviction: Theft By Unlawful Taking or Disposition	Revocation	11/30/2016	
Krummenoehl	Joshua	Conviction: Embezzlement (CA)	Surrender	11/30/2016	
McCreary	James E.	Conviction: Distribution of Child Pornography	Surrender	11/30/2016	
McGarry	Colleen	Charge: Institutional Sexual Assault; Corruption of Minors; Unlawful Contact with Minor; Furnishing Alcohol to Minor	Surrender	11/30/2016	Pittston Area SD
Nyce	Leann K.	Conviction: Receiving Stolen Property	Surrender	11/30/2016	
Pettinelli	Vincent J.	Conviction: Invasion Of Privacy (NJ)	Revocation	11/30/2016	Phillipsburg SD (NJ)
Piccione	Karen M.	Conviction: Theft By Unlawful Taking or Disposition; Unsworn Falsification to Authorities; False Reports to Law Enforcement Authorities	Revocation	11/30/2016	
Showers, Jr.	Troy	Conviction: Corruption of Minors	Surrender	11/30/2016	Penns Valley Area SD Millville Area SD
Thomas	Mark	Conviction: Indecent Assault	Surrender	11/30/2016	Central Columbia SD

## Non-Criminal Conduct (24 P.S. § 2070.9(c))

The following table reflects all educators who received public discipline for misconduct that did not result in a charge or conviction for a crime set forth in section 111(e)(1)-(3) of the Public School Code or a crime involving moral turpitude.

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
Artz	Carissa M.	Allegations: Educator engaged in inappropriate conversations with students	Public Reprimand	3/31/2016	Gillingham Charter School
Carbone	Kathleen M.	Allegations: Educator was convicted of DUI: Highest Rate of Alcohol – 2nd Offense	Surrender	3/31/2016	
Chung	Grace	Allegations: Educator was involved in an automobile accident and failed to provide information concerning the accident in a timely manner	Public Reprimand	3/31/2016	Herriton High School
Coladonato	Gene	Allegations: Educator convicted of DUI – 2nd Offense and Driving While Operating Privilege Suspended or Revoked – DUI Related on June 21, 2010; DUI – 1st Offense on September 27, 2004; and Public Drunkenness on January 16, 2001	Suspension	3/31/2016	
Elvey, II	Kevin A.	Allegations: Educator convicted of DUI: General Impairment/Incapable of Driving Safely – 2nd Offense and DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense	Public Reprimand	3/31/2016	New Hope-Solebury SD
Glus	Robert V.	Allegations: Educator engaged in inappropriate communication with students and an inappropriate relationship with a former student	Surrender	3/31/2016	Northwestern SD
Hargest	Kiev	Allegations: Educator was criminally convicted	Public Reprimand	3/31/2016	Titusville Area SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		of DUI, Simple Assault and Resisting Arrest in 2006			
Hrebiniak	Justin	Allegations: Educator convicted of DUI: General Impairment/Incapable of Driving Safely – 2nd Offense and DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense	Public Reprimand	3/31/2016	
Keenan	Donald	Allegations: Educator pled guilty to Simple Assault	Surrender	3/31/2016	
Lacey	John M.	Allegations: Educator showed poor judgment when communicating with students	Suspension (7/1/2013 – 7/1/ 2016)	3/31/2016	Philadelphia SD
Lebakken	Christopher	Allegations: Educator engaged in inappropriate communication with an adult staff member	Suspension	3/31/2016	Peters Township SD
Mann	Matthew	Allegations: Educator engaged in physical contact with another adult in a public place	Suspension (9/15/2014 - 9/15/2016)	3/31/2016	Lancaster County CTC
Pitcairn	Jennifer	Allegations: Educator brought alcohol to school	Surrender	3/31/2016	Wallingford-Swarthmore SD
Ries	Shannon	Allegations: Educator was unlawfully in possession of several bags of heroin and a syringe used to inject the heroin	Surrender	3/31/2016	
Schoening	Dustin	Allegations: Educator engaged in inappropriate electronic communications with a female student	Surrender	3/31/2016	Tyrone Area SD
Snyder	Sidney	Allegations: Educator pled guilty to Harassment (summary offense) on April 27, 1999. In 2015 Educator pled guilty twice to DUI Alcohol Related	Surrender	3/31/2016	Slippery Rock Area SD
Strehle	Michael K.	Allegations: Educator convicted of DUI: Controlled Substance, Intentional Possession of a Controlled Substance	Suspension	3/31/2016	Boyertown Area SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		by a Person Not Registered and Use/Possession of Drug Paraphernalia			
Swaboski, III.	Victor E.	Allegations: Educator convicted of Aggravated Assault by Vehicle while DUI; Accidents involving Death or Personal Injury; DUI: General Impairment/Incapable of Driving Safely; Recklessly Endangering Another Person	Surrender	3/31/2016	Shamokin Area SD
Wittschieben	Carol	Allegations: Educator consumed alcohol on District property during working hours and had alcohol on District property	Suspension (12/10/2012 - 12/10/2015)	3/31/2016	Tredyffrin-Easttown SD
Bechtold	Paul G.	Allegations: Educator convicted of DUI: General Impairment/Incapable of Driving Safely – 2nd Offense and DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense in 2010	Surrender	6/9/2016	
Cloherly	Dorothy M.	Allegations: Educator charged with DUI in 2000, convicted of DUI in 2004, and charged with Aggravated Assault, DUI, Resisting Arrest or Other Law Enforcement and Disorderly Conduct in 2015	Surrender	6/9/2016	
Esposito	Michael	Allegations: Educator convicted of Simple Assault	Public Reprimand	6/9/2016	Anthony Wayne Academy
Maneval	Jason J.	Allegations: Educator engaged in inappropriate electronic communication with a student	Surrender	6/9/2016	Columbia-Montour Area Vocational Technical School
Marquart	Matthew J.	Allegations: Educator threw a beer glass at patrons in a bar and assaulted a bouncer who was attempting to remove him from the premises, causing the victim to suffer a	Suspension	6/9/2016	

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		concussion and injuries to his face and teeth requiring multiple stitches			
Masluk	Julianna	Allegations: Educator was criminally convicted of DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense	Public Reprimand	6/9/2016	
Moffitt	Joseph P.	Allegations: Educator convicted of DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense	Public Reprimand	6/9/2016	Tunkhannock Area SD
Reber	Kathleen M.	Allegations: Educator engaged in inappropriate interaction with a student	Public Reprimand	6/9/2016	Schuylkill IU 29
Reynolds	Reed K.	Allegations: Educator convicted of DUI– 1st Offense in July 2014 and DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense in September 2015	Surrender	6/9/2016	
Rotharmel	Jeffrey	Allegations: Educator convicted of Recklessly Endangering Another Person and DUI	Surrender	6/9/2016	
Rubendall	Amber	Allegations: Educator was found in a compromising position with a custodian on school grounds	Suspension	6/9/2016	Schuylkill Valley SD
Shepler	Joshua	Allegations: Educator convicted of DUI Alcohol Related in 2013 and 2014	Public Reprimand	6/9/2016	
Slickerman	Bonnie E.	Allegations: Educator used foul language and made insensitive and controversial comments in the classroom	Suspension	6/9/2016	Appalachia IU 8
Spidaliere	John M.	Allegations: Educator engaged in inappropriate conversations with a student	Surrender	6/9/2016	
Sweeney	Jeffrey	Allegations: Educator harassed via email his first ex-wife in 2008 and was convicted of Simple Assault as a result of a domestic altercation involving his second ex-	Suspension (1/3/2014 - 1/31/2015)	6/9/2016	Bristol Township SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		wife in 2015			
Templeton (Flynn)	Bridget	Allegations: Educator signed another educator's name to an IEP, without acquiescence by the other educator	Public Reprimand	6/9/2016	Philadelphia Montessori Charter School
Uberti, II	Donald	Allegations: Educator convicted of DUI Alcohol Related, Highest Rate of Alcohol- 2nd Offense	Public Reprimand	6/9/2016	
Wharton	Aaron B.	Allegations: Educator made inappropriate comments to students in class and engaged in inappropriate contact with a female student	Revocation	6/14/2016	Pittsburgh Public Schools
Whalen	James C.	Allegations: Educator pursued and maintained a romantic and sexual relationship with a student over an approximately two-year time period, starting when the student was 14, and accessed pornography on his school-issued computer	Revocation	7/6/2016	Peters Township SD
Archer	Deleah	Allegations: Educator allowed her daughter to receive benefits from the Free and Reduced Meal Program and SPIES program knowing that she did not qualify for those benefits	Public Reprimand	8/4/2016	Lower Merion SD
Blanchard	Harlianne	Allegations: Educator worked with another individual to take merchandise from a grocery store without paying and failed to disclose the ongoing educator misconduct investigation on a certification application	Public Reprimand	8/4/2016	Bristol Township SD
Coleman	Darnell J.	Allegations: Educator failed to disclose pending disciplinary action in New Jersey on his June 2012 application for Pennsylvania certification; Educator failed to disclose to his	Surrender	8/4/2016	Eastern University Academy Charter School

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		employer that his New Jersey and Pennsylvania teaching certificates had been suspended; Educator worked as an educator in a Philadelphia charter school during the time his Pennsylvania teaching certificate was suspended			
Corna	Deborah A.	Allegations: Educator paid a friend approximately \$3,000 for approximately 100 oxycodone pills, for which Educator did not have a prescription	Surrender	8/4/2016	
Garet	Michael	Allegations: Educator engaged in inappropriate communication with a student and pled nolo contendere to misdemeanor Harassment and misdemeanor Disorderly Conduct	Suspension	8/4/2016	Penn-Trafford SD
Harrison	Savannah	Allegations: Educator signed other professionals' names to individualized education program documents, without acquiescence by the other professionals	Public Reprimand	8/4/2016	Lake-Lehman SD
Ketter	Anne N.	Allegations: Educator convicted of DUI: Highest Rate of Alcohol (BAC .16+) – 1st Offense and Resisting Arrest in 2014 and DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense and Driving While BAC .02 or Greater While License Suspended in 2015	Suspension	8/4/2016	
Leonard	Tara R.	Allegations: Educator was criminally convicted of operating her vehicle while under the influence of alcohol in 2000, 2011 and 2014	Surrender	8/4/2016	
Marszalec	Deborah L.	Allegations: Educator was convicted of DUI on three separate	Suspension	8/4/2016	Philadelphia SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		occasions			
Mishra	Hemant	Allegations: Educator provided improper assistance to students in the form of over-proctoring during the administration of the PSSA	Public Reprimand	8/4/2016	Philadelphia SD
Murphy	Kelly C.	Allegations: Educator engaged in inappropriate communication with students	Suspension	8/4/2016	Keystone Oaks SD
Ort	Rebecca J.	Allegations: Educator provided false information to law enforcement in the course of an investigation	Public Reprimand	8/4/2016	York City SD
Repsher	Daniel M.	Allegations: Educator engaged in the inappropriate use of electronic devices	Surrender	8/4/2016	Parkland SD
Rethage	Russell	Allegations: Educator was convicted of DUI and Accident Involving Damage to Attended Vehicle or Property after striking multiple vehicles while driving under the influence of alcohol and brandishing a loaded revolver toward an unmarked police car	Public Reprimand	8/4/2016	
Smeltz	Brent	Allegations: Educator was convicted of DUI: Highest Rate of Alcohol (BAC .16+) – 2nd Offense	Public Reprimand	8/4/2016	Mifflin County SD
Smith	Michael	Allegations: Unprofessional conduct towards students and anger management issues	Public Reprimand	8/4/2016	Juniata Valley SD
Chlebove	Ian	Allegations: Educator engaged in inappropriate communication and contact with students	Surrender	10/26/2016	Lehigh Career and Technical Center
Coates	Ashley Lynn	Allegations: Educator was driving a vehicle while under the influence of four controlled substances to a degree that rendered	Public Reprimand	10/26/2016	Central Dauphin SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
		her incapable of safe driving			
Franklin	Andrew M.	Allegations: Educator engaged in inappropriate communication with a student	Suspension	10/26/2016	Great Valley SD
Gallagher	Erika L.	Allegations: Educator was criminally convicted of DUI: High Rate of Alcohol (BAC .10-.16) – 2nd Offense	Public Reprimand	10/26/2016	
Kosmal	Joseph	Allegations: Educator charged with Simple Assault, Terroristic Threats, and Harassment and convicted of Possession of a Controlled Substance	Surrender	10/26/2016	
LaRoche	Tami M.	Allegations: Educator provided inappropriate assistance to special education students during administration of the 2009 PSSA	Public Reprimand	10/26/2016	Woodland Hills SD
Martin	Stephen	Allegations: Educator kicked and spit on police several times in an attempt to prevent police from arresting, booking, and detaining him; Educator, while DUI, crashed into a vehicle and failed to remain on the scene of the accident to provide information and render aid	Suspension	10/26/2016	
Romaniello, Jr.	Angelo	Allegations: Educator had inappropriate content on his District-issued computer	Public Reprimand	10/26/2016	Coatesville Area SD
Saxman	Cheryl L.	Allegations: Educator convicted of two 1st offense DUI charges in 2009 and charged with Endangering Welfare of Children, Public Drunkenness and Disorderly Conduct in 2016 after she reported to work at a day care facility intoxicated and in possession of alcohol	Surrender	10/26/2016	York City SD

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
Thimons	James F.	Allegations that Educator engaged in an inappropriate relationship with an adult education student	Suspension (6/30/2014 - 6/30/2016)	10/26/2016	Indiana County Technology Center
Wyszynski	Rita A.	Allegations: Educator violated the integrity and security of the PSSA	Surrender	10/26/2016	Philadelphia SD
Brown	Brigid E.	Allegations: Educator deprived a student of educational services	Public Reprimand	11/30/2016	Capital Area IU 15
Dean	Jill	Allegations: Unprofessional conduct with a former student over the age of 18	Surrender	11/30/2016	Spring Cove SD
Duer	Heather L.	Allegations: Educator was convicted of DUI: General Impairment/Incapable of Driving Safely - 2nd Offense	Suspension	11/30/2016	
Fox	Ashleigh	Allegations: Inappropriate communication with a student	Surrender	11/30/2016	Avonworth SD
Frace	Deborah	Allegations: Educator failed to: deliver the Wilson Reading Program with fidelity; complete lesson plans; update students' progress and assessment data; and implement IEP goals while employed by a prior school district	Public Reprimand	11/30/2016	Easton Area SD
Martinez	James	Allegations: Educator engaged in unsportsmanlike conduct involving a student during a football scrimmage	Public Reprimand	11/30/2016	Pottstown SD
Springer	Joshua	Allegations: Educator is the subject of an indicated report of child abuse for Causing Sexual Abuse or Exploitation of a Child through any Act/Failure to Act	Surrender	11/30/2016	Central Valley SD

**Reciprocal Discipline (24 P.S. § 2070.9e)**

The following table reflects all educators who received public discipline as a result of disciplinary action taken by another jurisdiction.

LAST NAME	FIRST NAME	GROUND FOR DISCIPLINE	DISPOSITION	DISP DATE	EMPLOYER
Agresti	Stephen	Educator was revoked in New York for providing an underage student with alcohol, kissing a student, making numerous telephone calls to a student, and directing a student to lie to investigators	Revocation	3/31/2016	Mastery Charter School Pickett Campus
Hott	Melissa M. (Stoe)	Educator was revoked in West Virginia for sending nude pictures of herself and sexually inappropriate messages to male students	Revocation	3/31/2016	Berkeley County Schools (WV)

**Reinstatement (24 P.S. § 2070.16)**

In 2016, the PSPC considered four requests for reinstatement filed by educators whose certificates were previously suspended, surrendered or revoked. Dispositions are reflected in the following table.

LAST NAME	FIRST NAME	DISPOSITION	DISP DATE
Reeves Darden	Christina A.	Granted	7/14/2016
Dressler	Jarred G.	Granted	7/14/2016
McCreary	Jeffrey	Denied	10/26/2016
Markle	Gretta	Withdrawn	11/30/2016

**OUTREACH**

The PSPC is committed to informing the profession and the public of the ethical and professional parameters that should govern the behavior of all educators. To that end, the PSPC has developed workshops that are designed to familiarize participants with the PSPC, the Code of Professional Practice and Conduct for Educators, the educator discipline system, mandatory reporting, appropriate student-teacher boundaries, professional conduct and other relevant topics. Throughout 2016, the

PSPC provided significant outreach to teachers, administrators, students in teacher preparation programs human resource professionals and other stakeholders.

The PSPC welcomes questions and requests for workshops or other assistance. Please do not hesitate to contact us.

### **GOALS FOR 2017**

The PSPC is committed to providing continued leadership to the education profession and to providing support and guidance to the State Board of Education and PDE. Future initiatives include the following:

- Strengthen the inclusion of professional ethics in teacher preparation programs;
- Modernize the Code of Professional Practice and Conduct for Educators;
- Expand outreach programs;
- Develop a contingent discipline program for educators charged with minor infractions that focuses on remediation and rehabilitation; and
- Finalize amendments to regulations/bylaws.

### **AVAILABLE RESOURCES**

Information about the PSPC and the educator discipline system, including adjudications, is available online at [www.pspc.education.pa.gov](http://www.pspc.education.pa.gov). The following resources are also available:

#### **Ethics Toolkit**

In collaboration with the Pennsylvania State System of Higher Education (PASSHE), the PSPC created an online resource on professional ethics for teacher preparation programs and other users under the leadership of Dr. Oliver Dreon, Millersville University. The “Ethics Toolkit” is structured into eight modules designed to provide curricular resources for teacher preparation programs to inform pre-service teacher candidates throughout the commonwealth on issues related to educational ethics and certification. The modules are entitled:

- The Ethical Teacher
- Private & Professional Lives
- Relationships with Students
- The Connected Teacher
- Teaching in a Diverse Society
- Improper Personal or Financial Gain
- The Ethical Colleague
- Fostering an Ethical School Climate

While the toolkit was designed initially for use with teacher preparation programs, the modules can be used by school entities or other educational stakeholders as a resource for instruction on ethical decision-making by educators in Pennsylvania. The Ethics Toolkit can be found online: [www.pspc.education.pa.gov/ethics-toolkit](http://www.pspc.education.pa.gov/ethics-toolkit)

## **ACT 126 Online Course**

On July 5, 2012, Governor Corbett signed into law Act 126 of July 5, 2012, P.L. 1084, No. 126 Cl. 24 Session of 2012, which amended the Public School Code of 1949 to mandate that all school entities (public school, charter school, cyber charter school, private school, nonpublic school, intermediate unit or area vocational-technical school) and independent contractors of school entities provide certain training to all employees, including contracted substitute teachers, who have direct contact with children.

The PSPC has developed a three-hour, four-module online course that partially satisfies the Act 126 training requirements as they relate to the Educator Discipline Act, the recognition and reporting of sexual misconduct and appropriate student-teacher relationships. The course, entitled “Professional Ethics and the Educator Discipline Act”, consists of the following four modules:

Module 1: Overview of the Educator Discipline System

Module 2: Establishing and Maintaining Appropriate Boundaries

Module 3: Sexual Misconduct

Module 4: Protecting Students and Mandatory Reporting

The course is available on the SAS Portal and the PSPC’s website free of charge. Participants receive Act 48 credit upon completion.

## **Publications**

The following publications are available in hard copy and electronically:

- Chapter 233—Bylaws—Statement of Policy
- Chapter 237—Definitions of Statutory Terms
- Code of Professional Practice and Conduct for Educators
- Educator Discipline Act (24 P.S. § 2070.1a *et seq.*)
- Code of Professional Practice and Conduct for Educators Poster
- Fact Sheet-A fact sheet detailing the PSPC, its mission and the educator discipline system
- Memo re: Non-Certified Educator Designation
- Registration and Application Instructions for Non-Certified Educators
- Roles and Responsibilities of Non-Certified Educators
- Recognizing and Reporting Sexual Misconduct
- The Ethical Educator and Professional Practices
- Why, When and How Do I Report Educator Misconduct?

To obtain copies, please visit the PSPC website or submit your request to:

Professional Standards and Practices Commission  
333 Market Street, 14th Floor  
Harrisburg, PA 17126-0333

[shcrosby@pa.gov](mailto:shcrosby@pa.gov)

[smarkowicz@pa.gov](mailto:smarkowicz@pa.gov)

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