

**PROFESSIONAL
STANDARDS
AND
PRACTICES
COMMISSION**



**ANNUAL
REPORT
2014**



Commonwealth of Pennsylvania

Tom Wolf, Governor

Professional Standards and Practices Commission

Shane F. Crosby, Executive Director

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Equal Employment Opportunity Coordinator
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LETTER FROM THE CHAIRPERSON

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 2014. 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 2014.

Our specific goals for 2014 included:

- continued focus on outreach and prevention efforts with particular emphasis on ensuring statewide implementation of the amendments to the Educator Discipline Act; and
- provide advice to the State Board of Education and the Pennsylvania Department of Education on issues related to teacher preparation and certification.

The Commission 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.

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. The number of cases has increased dramatically over the past few years and the Commission is working with the Department 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 2014 can be found in the body of this report.

Since its inception, the commissioners serving on the PSPC have worked arduously to safeguard the children of the Commonwealth through the imposition of educator discipline. While the disciplinary process consumes the majority of the PSPC's efforts, the PSPC also strives to provide timely and pertinent advice to the State Board of Education on issues related to the improvement of teacher preparation and certification.

I would also like to take this opportunity to thank Carolyn Angelo, who has served as our Executive Director since 1998, and the administrative staff, Suzanne Markowicz and Angela McMahon, for their guidance to the PSPC. In July of

2014, the Commission was fortunate to have Shane Crosby join the staff. Shane will assume the role of Executive Director and chief legal counsel when Carolyn steps down from the Executive Director position in early 2015. Carolyn will remain on staff with the Commission on a part-time basis. Under Shane's leadership, I am confident that the Commission will continue to achieve its goals.

Respectfully,

Gilbert R. Griffiths, D.Ed.
Chairperson
Professional Standards and Practices Commission

**PROFESSIONAL STANDARDS AND
PRACTICES COMMISSION 2014
MEMBERSHIP**

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

James Gilhooley, Standards Chair
Keystone College
Administrator

George P. Drake, Jr.
West Chester University
H.E. Administrator

Ryan M. Devlin
Brockway Area S.D.
Teacher

Myron Yoder, Practices Chair
Allentown S.D.
Teacher

Constance Henry
Cumberland Valley S.D.
Principal

Meghan L. Nese
Burrell S.D.
Teacher

Phyllis C. Comer
Woodland Hill S.D.
Teacher

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

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

Elizabeth Brewer
Warrior Run S.D.
Educational Specialist

Thomas J. Baker
Public Member

David W. Shutter
Public Member

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

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

Self-governance is the hallmark of any profession. For many years, the education profession in Pennsylvania sought the right and responsibility of policing its own ranks. With the enactment of Act 71 in December 1989, the education profession achieved its goal when the General Assembly fashioned a new commission. The newly fashioned PSPC replaced a prior commission, which served predominantly as an advisory board to the State Board of Education. Under Act 71, the PSPC was reconfigured into a teacher majority commission that, for the first time, was empowered with significant authority for affecting education in the Commonwealth. On December 20, 2000, Act 123 was signed into law, amending Act 71. Act 123, known as the Professional Educator Discipline Act, expanded the PSPC's jurisdiction, clarified discipline procedures, provided for reciprocal discipline and broadened reporting requirements. The Act was further amended by Act 120 of 2013, which went into effect on February 18, 2014, and changed the name of the statute to the "Educator Discipline Act" from the "Professional Educator Discipline Act". A chart reflecting the significant amendments in Act 120 of 2013 can be found on page 12.

The PSPC is composed of 13 voting members who 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 composition of the 13 voting members is as follows:

- six classroom teachers, with not more than one from a school entity other than a public school;
- three administrators from a school entity, at least one of whom is a commissioned officer and one a principal with not more than one from a school entity other than a public school;
- 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.

In addition, a member of the State Board of Education sits *ex officio* as a non-voting member.

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 of Education, as well as the Pennsylvania Department of Education (Department), in achieving excellence within the educational 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.

Over the past few years the PSPC, in its advisory role, has provided input to the State Board and the Department on numerous issues, including: revisions to Chapter 49 and other chapters of Title 22 of the Pennsylvania Code; the development of the Department's Standards, Policies and Procedures for State Approval of Certification Programs and for the Certification of Professional Educators for the Public Schools in Pennsylvania; Interstate New Teacher Assessment Support Consortium Standards; Alternative Certificate Programs; School University Partnerships; Standards for the Beginning Teacher; and cogency requests for new certificates.

CODE OF PROFESSIONAL PRACTICE AND CONDUCT FOR EDUCATORS

One of the first tasks accomplished by the PSPC under Act 71 was the creation of Pennsylvania's Code of Professional Practice and Conduct for Educators (Code).

The Code, which was adopted in 1992, was the culmination of many months of collaborative work by the commissioners and representatives of the statewide educational associations. The Code is designed to detail the standards of behavior that reflect the values of the educator community. Every educator in the Commonwealth is expected to internalize and observe the standards of conduct espoused in the Code. The Code also serves as a tool for improving the quality of education by establishing clearly defined ethical standards for the teaching profession. The Code can be found in Chapter 235 of Title 22 of the Pennsylvania Code or on the PSPC's website:

www.portal.state.pa.us/portal/server.pt/community/guidelines%2C_policies%2C_complaint_forms%2C_reports_and_related_documents_/8850.

The Code also clearly establishes that educators have a duty to act as role models and a duty to serve as a fiduciary to students. These two principles form the foundation for our expectations of educators, both inside and outside the classroom. Specifically, educators are expected to always act in the best interest of students and also expected to conduct themselves in a manner that reflects positively on the profession at large and as an example to students.

In addition to detailing the general principles that should guide the educational practitioner, the Code delineates specific behaviors that are prescribed and proscribed. Specifically, educators are expected to:

- abide by all pertinent laws and regulations;
- be adequately prepared and properly certified in their areas of assignment;
- maintain high levels of competency;
- exhibit respectful and equitable treatment towards fellow educators, parents and students;
- accept the value of diversity of educational practices;
- exhibit professional communication skills;
- maintain confidentiality within the workplace; and
- protect the students from conditions that are threatening or harmful.

Similarly, educators are prohibited from:

- engaging in illegal conduct;
- accepting employment or encouraging employment in an area when not properly certified;
- discriminating on the basis of race, national or ethnic origin, culture, religion, sex or sexual orientation, marital status, age, political beliefs, socioeconomic status, disability or vocational interest;
- interfering with a student's or colleague's exercise of political/civil rights or responsibilities;
- accepting gratuities, gifts or favors that might impair or appear to impair professional judgment;
- exploiting a professional relationship;
- misrepresenting student or colleague evaluations;
- misrepresenting subject matter or curriculum;
- harassing students or colleagues sexually;
- engaging in relationships of a sexual nature with students;
- withholding evidence from authorities concerning violations of the Code;
- denying or impeding a colleague in the exercise or enjoyment of a professional right or privilege;

- using coercive means to influence professional decisions of colleagues; and
- threatening, coercing or discriminating against a colleague who, in good faith, reports or discloses actual or suspected violations of laws, regulations or standards.

DISCIPLINARY AUTHORITY

Under the Act as amended in 2014, the PSPC has jurisdiction over discipline of all educators, which include all individuals certificated as teachers, administrators or educational specialists by the Commonwealth of Pennsylvania. Thus, individuals who hold private academic certification as well as public school certification are included within the term “educator.” In addition, all charter school staff members, who serve in a position for which certification would be required in a traditional public school, and all contracted educational provider staff members who provide direct educational services in a school in a position for which certification would be required in a traditional public school, fall within the PSPC’s jurisdiction.

The discipline options available to the PSPC include: private reprimands; public reprimands; immediate and other suspensions of the educator certification or one’s employment eligibility to serve in a charter school or a contracted educational provider; acceptance of the surrender of the certification or eligibility; and revocation of the educator certification or eligibility. In addition, the PSPC may impose fines or fees and other conditions as supplemental to discipline sanctions. The PSPC also retains authority to reinstate certificates or eligibility previously surrendered, suspended or revoked.

EDUCATOR DISCIPLINE AS COMPARED TO LOCAL EMPLOYMENT ACTION AND CHILD ABUSE

Discipline against an educator’s certificate should be distinguished from employment action taken by a school entity. The misconduct of a school entity employee may result in the suspension, dismissal or other sanction of the employee from the employing local educational entity. Such action, however, only affects the employment relationship between the individual and the employer.

In contrast, discipline against an individual’s educator certification or employment eligibility may affect the individual’s ability to teach in any local school entity across Pennsylvania as well as in a school entity in our sister states as described in the Reciprocal Discipline section on page 10.

Similarly, the reporting, investigation and prosecution of allegations of child abuse under the Child Protective Services Law is distinct from reporting, investigation and prosecution under the Educator Discipline Act. Certainly, some misconduct may be grounds for child abuse as well as educator misconduct; however, there may be conduct by an educator that constitutes grounds for discipline under the Act that

would not be a basis for a finding of child abuse. Accordingly, the duty to report to either the Department under the Act or to ChildLine under the Child Protective Services Law must be separately fulfilled.

GROUNDS FOR DISCIPLINE

The Act authorizes the PSPC to discipline educators who are found guilty of immorality, incompetency, intemperance, cruelty, negligence, sexual misconduct, sexual abuse or exploitation, 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.

Further, the PSPC is required to revoke the educator certification of any individual who is convicted of a crime involving moral turpitude or a crime listed in Section 111(e)(1)–(3) of the Public School Code. Crimes listed in Section 111(e)(1)-(3) include criminal homicide, aggravated assault, stalking, kidnapping, unlawful restraint, rape, statutory sexual assault, involuntary deviate sexual intercourse, sexual assault, aggravated indecent assault, indecent exposure, incest, concealing death of child, endangering welfare of children, dealing in infant children, felony prostitution, obscene and other sexual materials and performances, corruption of minors, sexual abuse of children and felonies under the Controlled Substance, Drug, Device and Cosmetic Act. In Act 24 of 2011, additional crimes were added to section 111(e) including institutional sexual assault, luring a child into a motor vehicle or structure, sexual intercourse with an animal, unlawful contact with a minor, solicitation of minors to traffic drugs and sexual exploitation of children. Under Act 24, there is now a permanent ban on employment for any educator who commits a crime set forth in section 111(e) and the PSPC is thus barred from reinstating the educator certification of any educator whose revocation was based on their conviction of a section 111(e) crime.

The PSPC has also determined that additional crimes involve moral turpitude, thereby mandating revocation, including the following:

Bribery in Official and Political Matters
Burglary
Child Abuse
Cruelty and Neglect of Children (NJ)
Defrauding Public Welfare
False Reports to Law Enforcement
Falsely Altering Military Records
Falsifying Business Records Funds
Felonious Assault (Ohio)
Forcible Sodomy
Forgery
Fraudulent Use of Credit Cards (Federal)
Grand Larceny
Gross Sexual Imposition (Ohio)
Homicide by Vehicle
Insurance Fraud
Lewd and Lascivious Assault on Child
Lewdness (Honduras)
Mail Fraud
Making False Statements to Federal Agency
Money Laundering of Drug Trafficking Proceeds
Obstruction of Justice
Receiving Stolen Property
Reckless Endangerment
Sexual Battery (Ohio)
Theft by Deception
Theft by Unlawful Taking
Trafficking in Counterfeit Goods
Unlawful Contact or Communication with Minor
Unlawful Restraint
Wire Fraud

Under the amendments to the Act effective in 2014, a founded report of child abuse also mandates revocation. Finally, the certification or employment eligibility of any educator who is indicted for a crime enumerated in section 111(e)(1)-(3) may be immediately suspended by the PSPC if it finds that the educator poses a threat to the health, safety or welfare of students or others in the schools of this Commonwealth.

DISCIPLINE PROCEDURE

The Department is responsible for the intake of complaints and for the investigation and prosecution of educator misconduct. The Department receives allegations of misconduct by virtue of the filing of a verified complaint by any interested party or by submission of a mandatory report by a school entity. Complaint and mandatory report forms are available on the PSPC's website:

www.education.state.pa.us/educatorcomplaintform

www.education.state.pa.us/mandatoryreport

The Act delineates a very specific process for the receipt and investigation of complaints as well as the commencement of formal disciplinary proceedings. If the Department determines that the allegations rise to the level of actionable misconduct, it will file with the PSPC a Notice of Charges against the educator.

Once a Notice of Charges is filed and served on the educator, the PSPC is responsible for ensuring that any adjudication it may render in the case is the result of a fair and efficient administrative proceeding. To this end, the PSPC employs trained hearing officers to conduct hearings on its behalf and recommend disciplinary action, where applicable. In some cases, however, 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, and are made public, in keeping with the Act's confidentiality proscriptions. Both the affected educator and the Department have the opportunity to appeal the PSPC's decision to Commonwealth Court.

RECIPROCAL DISCIPLINE

Pennsylvania participates with its sister states in a database administered by the National Association of State Directors of Teacher Education and Certification (NASDTEC), which shares all discipline actions nationwide. Each state, as well as several Canadian provinces, submits all adverse actions taken against educators for misconduct into the Clearinghouse. Prior to the issuance of any Pennsylvania certification, the Department crosschecks the applicant against the Clearinghouse to ensure that no other jurisdiction has imposed discipline against the applicant. Similarly, the Department checks all disciplinary actions entered by other jurisdictions against its entire database on a monthly basis, which reveals whether any Pennsylvania certificate holders or otherwise eligible educators have been disciplined in another state. Under the Act, the PSPC may impose reciprocal comparable discipline against a Pennsylvania educator if the discipline imposed by the other jurisdiction is for conduct that would be actionable in Pennsylvania.

REINSTATEMENT PROCEEDINGS

Any educator whose certificate or eligibility has been suspended, revoked or surrendered may apply to the PSPC for reinstatement. Pursuant to the Act, the PSPC shall reinstate a certificate when it is "just and proper" to do so. In determining whether reinstatement is just and proper, the PSPC will consider the nature of the conduct that resulted in discipline, other past conduct, the applicant's current attitude towards the past conduct, rehabilitative efforts and

letters in support of, or opposition to, reinstatement. If a revocation, suspension or surrender was the result of conduct involving sexual abuse or exploitation, the PSPC is prohibited from reinstating the certificate. In the event that the basis for the original discipline was the conviction of a crime listed in Section 111(e) of the Public School Code of 1949, the PSPC may not reinstate the certificate.

AMENDMENTS TO THE EDUCATOR DISCIPLINE ACT

The PSPC worked with its stakeholders over many years to develop amendments to the Act with the goal of enhancing the safety and welfare of students and other individuals in the schools of the Commonwealth. In December 2013, Governor Corbett signed SB 34 into law, which significantly amended the Act. The most significant amendments, which were effective on February 2014, are detailed below.

PRIOR LAW: Professional Educator Discipline Act	NEW LAW: Educator Discipline Act
No jurisdiction over private academic certificate holders or contractors providing educational services to public school students	Commission’s disciplinary jurisdiction expanded to include private academic certificate holders and contractors providing direct educational services to public school students
Interested parties may file a complaint with PDE within one year of the misconduct or its discovery (5 years after student turns 18 in cases of sexual abuse or exploitation)	No limitation period for an interested party to file a complaint with PDE
Complaints must be notarized	Complaints must be verified and made subject to the penalties of 18 Pa.C.S. § 4904 (relating to unsworn falsification to authorities)

<p>Sexual Misconduct not defined</p>	<p>Delineates “sexual misconduct” as an independent basis for discipline and defines the term broadly to include any act directed toward a child or student that is designed to establish a romantic or sexual relationship with the child or student. The term includes, but is not limited to, the following:</p> <ul style="list-style-type: none"> · Sexual or romantic invitations; · Dating or soliciting dates; · Engaging in sexualized or romantic dialogue; · Making sexually suggestive comments; · Self-disclosure or physical exposure of a sexual, romantic or erotic nature; and · Any sexual, indecent, romantic or erotic contact with a child or student. <p>Also specifies “sexual abuse or exploitation” as a separate ground for discipline. The term is defined in the Child Protective Services Law</p>
<p>Silent with respect to consent as a defense or mitigating factor</p>	<p>Specifies that the consent of a child or student to engage in sexual misconduct or sexual abuse or exploitation may not be a defense or mitigating factor in any discipline proceeding</p>

<p>Chief School Administrators must report any of the following to PDE:</p> <ul style="list-style-type: none"> · The dismissal of a certificated employee for cause within 30 days after the decision by an arbitrator or school board; · A charge or conviction for a crime set forth in section 111(e) of the Public School Code or for a crime involving moral turpitude within 30 days of learning about charge or conviction; and · Information constituting “reasonable cause to believe” that a certificated employee has caused physical injury to a student as a result of negligence or malice or has committed sexual abuse or exploitation within 60 days of receiving the information. 	<p>Chief School Administrators must report any of the following to PDE:</p> <ul style="list-style-type: none"> · All educators who have been provided notice of intent to dismiss/separate from employment within 15 days of notice; · All resignations or separations from employment after any allegations of misconduct have arisen within 15 days of resignation or separation; · All allegations of sexual misconduct/sexual abuse or exploitation within 15 days of discovery of the allegations; · Information constituting reasonable cause to suspect that an educator has caused physical injury to a student as a result of negligence or malice within 15 days of receipt of information; · Any educator who has been charged with or convicted of a crime graded as a misdemeanor or felony within 15 days of learning of charge or conviction; · Any educator who is the subject of a child abuse report filed by the school entity within 15 days of the filing of the report; and · Any educator who the school entity knows has been identified in an indicated or founded report as a perpetrator of abuse or person responsible for abuse within 15 days of the discovery of the report. · All reports must include an inventory of all information/evidence in possession of school entity
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<p>No self-reporting requirements for educators/no obligation to report known misconduct of other educators (other than the mandatory reporting requirements for chief school administrators)</p>	<ul style="list-style-type: none"> · Any educator who knows of any action, inaction or conduct constituting sexual abuse or exploitation or sexual misconduct must file a report with PDE, the chief school administrator and his/her immediate supervisor within 15 days of discovery of the misconduct; and · Any educator arrested for or convicted of a crime listed in sections 111(e)-(f.1) of the Public School Code must report the arrest/conviction to the school entity within 72 hours.
<p>Silent with respect to confidentiality agreements</p>	<p>Prohibits school entities from entering into confidentiality or other agreements that would interfere with mandatory reporting</p>
<p>Immunity for good faith reporting not clear</p>	<p>Provides specific protection for school entities for fair referencing and for reporting misconduct in good faith</p>
<p>Founded reports of child abuse not an independent basis for discipline</p>	<p>The Commission must revoke the certificate or employment eligibility of any educator named in a founded child abuse report as a perpetrator of abuse or a person responsible for abuse</p>
<p>Silent with respect to new allegations of misconduct discovered during the course of investigations</p>	<p>Clarifies that PDE may investigate any and all allegations of misconduct in the complaint or complaints and any other misconduct concerning the educator that is discovered in the course of the investigations</p>
<p>No provisions for rehabilitation opportunities or the imposition of fees, fines or costs</p>	<p>Authorizes the Commission to order rehabilitation opportunities in conjunction with or as an alternative to discipline and to impose fees, fines and costs to be paid into a restricted account for disciplinary enforcement</p>

<p>Hearing officer's recommendation becomes final after 30 days if neither PDE nor the educator files exceptions with the Commission</p>	<p>The Commission may alter the hearing officer's recommendation or reopen the proceeding for additional evidence within 60 days of the mailing of the proposed report even if no exceptions are filed</p>
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SEXUAL MISCONDUCT AND MANDATORY REPORTING

While the amendments to the Act reflected a myriad of changes to the existing law, one of the most significant enhancements relates to sexual misconduct and reporting. Sexual misconduct has always been grounds for discipline and, of course, reflects the most egregious breach of an educator's fiduciary duty to students. With the amendments, the PSPC wanted to strengthen its warrant to the public that the profession will not tolerate sexual misconduct. To that end, the PSPC provided a clear definition of what the term means within the context of an educational setting and established a mandatory duty to report sexual misconduct for all educators, not just chief school administrators as in previous iterations of the Act.

Sexual misconduct is now broadly defined to capture what has become known as "grooming" behaviors and those breaches of the appropriate student-teacher boundaries that are intended to lead to a romantic or sexual relationship with a student. While the term includes all forms of sexual contact, it also includes non-sexual behaviors that may lead up to sexual contact. In addition, while sexual misconduct may involve behavior that is criminal in nature, the term also captures conduct that, although not illegal, is unacceptable between an educator and a student.

The Act sets forth the following definition:

"Sexual misconduct" shall mean any act, including, but not limited to, any verbal, nonverbal, written or electronic communication or physical activity, directed toward or with a child or a student regardless of the age of the child or student that is designed to establish a romantic or sexual relationship with the child or student. Such prohibited acts include, but are not limited to, the following:

- (1) sexual or romantic invitations;
- (2) dating or soliciting dates;
- (3) engaging in sexualized or romantic dialogue;
- (4) making sexually suggestive comments;
- (5) self-disclosure or physical exposure of a sexual, romantic or erotic nature; or
- (6) any sexual, indecent, romantic or erotic contact with the child or student.

Moreover, the consent of a child or a student to engage in sexual misconduct or sexual abuse or exploitation may not be a defense or a mitigating factor in any discipline proceeding under this Act. 24 P.S. §2070.1a

There is often confusion over the terms sexual abuse or exploitation and sexual misconduct. Sexual abuse or exploitation is a ground for discipline under the Act and is defined by reference to the definition found in the Child Protective Services Law. Sexual abuse or exploitation is a serious form of sexual misconduct and is also a specific category of child abuse. For our purposes, sexual abuse or exploitation includes any physical, visual, or verbal sexual behavior between an educator and a child or student. The term sexual abuse or exploitation also includes a number of sex-related crimes when committed against a child.

ALL educators now have a mandatory duty to report to the Department any action, inaction or conduct by an educator which may constitute sexual abuse or exploitation or sexual misconduct under the Act. **CHIEF SCHOOL ADMINISTRATORS** under the Act have enhanced duties to report a variety of misconduct including a duty to report any educator against whom an allegation of sexual misconduct or sexual abuse or exploitation has been made. Failure to report such misconduct is a ground for discipline against the educator or the chief school administrator.

With the amendments to section 9a of the Act, chief school administrators are obligated to file a mandatory report within 15 days on:

- Any educator who has been provided with notice of intent to dismiss or remove for cause, notice of nonrenewal for cause, notice of removal from eligibility lists for cause or notice of a determination not to reemploy for cause;
- Any educator who has been arrested or indicted for or convicted of any crime that is graded a misdemeanor or felony;
- Any educator against whom allegations have been made that the educator has committed sexual abuse or exploitation involving a child or student; or engaged in sexual misconduct with a child or student;
- Information which constitutes reasonable cause to suspect that an educator has caused physical injury to a child or student as a result of negligence or malice;
- Any educator who has resigned, retired or otherwise separated from employment after a school entity has received information of alleged misconduct under the Act, notwithstanding any termination agreement to the contrary that the school entity may enter into with the educator;

- Any educator who is the subject of a report filed by the school entity under the reporting requirements of 23 Pa.C.S. Ch. 63 (relating to child protective services); and
- Any educator who the school entity knows to have been named as the perpetrator of an indicated or founded report of child abuse or named as an individual responsible for injury or abuse in an indicated or founded report for a school employe under 23 Pa.C.S. Ch. 63.

A mandatory report is distinct from a complaint. If upon review, the Department determines that the conduct detailed in the mandatory report is actionable under the Act, the Department will file a complaint. Similarly, the Department may file a complaint against an educator based on information received from the National Clearinghouse discussed above.

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 at: www.education.state.pa.us/ethics-toolkit

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.

The membership of the committees for 2014 was as follows:

STANDARDS COMMITTEE

James Gilhooley, Chair
George Drake
Phyllis Comer
Eugene Dangelo
Tom Baker
Ryan Devlin
Constance Henry

PRACTICES COMMITTEE

Myron Yoder, Chair
Elizabeth Brewer
David Shutter
Lisa Barbour
Meghan Nese

OUTREACH

Throughout 2014, the PSPC provided significant outreach to school entities, educational associations, teacher preparation programs and human resource officers. One such workshop is entitled “Ethical Dimensions of the Education Profession” and is designed to inform the education profession of its responsibilities, to familiarize educators with the PSPC and to explain the discipline system. In addition, the PSPC has offered trainings in response to specific requests on topics related to professional conduct, mandatory reporting, discipline and the challenges of social media. With the passage of the amendments to the Act, the PSPC offered targeted training to all chief school administrators and other educators on the significant amendments including mandatory reporting. The PSPC wishes to thank the leadership of the intermediate units across the Commonwealth for their assistance in providing these workshops.

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 is close to completing an online training that will address the requirements of Act 126 that relate to the Educator Discipline Act, the recognition and reporting of sexual misconduct and appropriate student-teacher relationships.

CONFIDENTIALITY

In an effort to protect both the affected educator and the complainant, the Act mandates strict confidentiality concerning all information relating to complaints and disciplinary proceedings unless or until discipline, other than a private reprimand, is imposed. Cases based on criminal indictments, convictions, or reciprocal discipline are not subject to the confidentiality provisions. Violations of the Act's confidentiality provisions constitute a misdemeanor of the third degree. The confidentiality provisions will not, however, protect an individual from civil prosecution who knowingly and maliciously provides false information in the course of a disciplinary proceeding. Unlike disciplinary proceedings, reinstatement proceedings are not confidential.

2014 DISCIPLINARY DECISIONS

In 2014, interested parties filed 776 educator misconduct complaints with the Department of Education. Every complaint is reviewed to determine whether there is jurisdiction over the complaint and if sufficient factual and legal grounds exist to proceed against the educator.

In addition to complaints, the Department received 342 mandatory reports from school entities. In 2014, hearing proceedings were initiated by the Department with the filing of a Notice of Charges with the PSPC in 114 cases. In addition, the Commission considered five applications for reinstatement filed by educators whose certification previously had been suspended, surrendered or revoked.

The following table reflects the disposition of cases in which *public* discipline was imposed during the 2014 calendar year. Decisions that resulted in private reprimands are not captured in the table¹.

¹ Please note that all adjudications of the PSPC are available online. In addition, all of the determinations listed in the chart can also be found online under the "Search Notice of Certification Actions" link on the Department's home page (www.education.pa.gov).

Last Name	First Name	Action Taken	Date of Action	Grounds
Maguire	Sean J.	Surrender in Lieu of Discipline	1/4/2014	Conviction: Disseminating Explicit Sexual Material to a Minor, Harassment
Dana	Norm Jay	Immediate Suspension	1/6/2014	Charged: Indicted for three counts of Rape (OH)
Ritenour	Kristin J.	Immediate Suspension	1/6/2014	Charged: Manufacture, Delivery, or Possession With Intent to Manufacture or Deliver a Controlled Substance, Intentionally Possessing a Controlled Substance by a Person Not Registered
Miller	Harry	Surrender in Lieu of Discipline	1/8/2014	Conviction: Indecent Assault Person less than 13 years of age
Williamson	Judith	Surrender in Lieu of Discipline	1/8/2014	Allegations: Educator engaged in an inappropriate relationship with a senior student during the 1993-94 school year
Carpenter	John N.	Surrender in Lieu of Discipline	1/8/2014	Reciprocal Discipline: Discipline imposed pursuant to Act
Coposky	Alissa	Surrender in Lieu of Discipline	1/9/2014	Conviction: Receiving Stolen Property
Holsinger	John	Surrender in Lieu of Discipline	1/13/2014	Allegations: Relationships with former students
Elt Schlager	Judith N.	Surrender in Lieu of Discipline	1/14/2014	Allegations: Gave another Educator prescription medication
Sennett	Richard	Surrender in Lieu of Discipline	1/14/2014	Conviction: DUI: Highest Rate of Alcohol (BAC .16+) 4th Offense, Driving While BAC .02 or Greater While License Suspended, and Theft of Services - Acquisition of Service
Goldberg	Ronald	Surrender in Lieu of Discipline	1/14/2014	Conviction: Endangering the Welfare of Children
Williams	Rebecca J.	Surrender in Lieu of Discipline	1/21/2014	Conviction: Institutional Sexual Assault, Official Oppression
Hall	Alicia	Surrender in	1/22/2014	Allegations: Educator charged with

Last Name	First Name	Action Taken	Date of Action	Grounds
		Lieu of Discipline		Institutional Sexual Assault as a result of allegations she engaged in sexual contact with a student
Bremble	Cheryl B.	Surrender in Lieu of Discipline	1/24/2014	Conviction: Corruption of Minors, Disseminating Explicit Sexual Material to a Minor
Frazier	Scott C.	Immediate Suspension	2/4/2014	Charged: Indecent Assault
Wilson	Nicholas	Public Reprimand	2/5/2014	Allegations: Exercised poor judgment and failed to maintain appropriate boundaries in interactions with an 18 year old student
Dinkins	Tyrone M	Revocation	2/28/2014	Conviction: Corruption of Minors
Greenawalt	Jason W.	Revocation	2/28/2014	Conviction: Corruption of Minors
Bell	Kevin L.	Revocation	2/28/2014	Conviction: Corruption of Minors
Scherer	Kelly M.	Revocation	2/28/2014	Conviction: Possession with Intent to Deliver a Controlled Substance
Moore	Michael	Surrender in Lieu of Discipline	2/28/2014	Conviction: Manufacture, Delivery or Possession With Intent to Manufacture or Deliver a Controlled Substance
Powers	Andrew T.	Revocation	2/28/2014	Conviction: Assault in the 2nd Degree, Sexual Offense in the Fourth Degree (MD)
Black, Jr.	Larry G.	Revocation	2/28/2014	Reciprocal Discipline: Educator's North Carolina teacher certificate was invalidated based on allegations he downloaded pornographic materials to his school issued iPad
Butchar, Jr.	Stanley P.	Revocation	2/28/2014	Reciprocal Discipline: Educator revoked in West Virginia based on allegations Educator engaged in sexual contact with a student
Roland	Bernadette L.	Revocation	2/28/2014	Reciprocal Discipline: Educator's North Carolina teaching certificate was invalidated based on allegations Educator engaged in professional misconduct
Snauffer	F. Gloria	Revocation	2/28/2014	Reciprocal Discipline: Educator's New York teaching certificate

Last Name	First Name	Action Taken	Date of Action	Grounds
				revoked based on allegations Educator engaged in an inappropriate relationship with a student. Educator was subsequently revoked in New Jersey based on adverse action taken in New York
Painter	Douglas M.	Revocation	2/28/2014	Reciprocal Discipline: Educator was revoked in Georgia based upon allegations he pawned school district laptops on eight occasions
Lane	Steven C.	Suspension (4/1/11 - 4/1/13)	2/28/2014	Allegations: Educator had inappropriate contact with students and engaged in inappropriate use of school district's resources during instructional time
Baumann	Victoria	Suspension	2/28/2014	Conviction: Driving Under the Influence
Sewchok	Peter	Revocation	2/28/2014	Conviction: Terroristic Threats
Rupp	Jesse T.	Revocation	2/28/2014	Conviction: Corruption of Minors
Weckerly	Gary L.	Revocation	2/28/2014	Conviction: Rape of a Child, Involuntary Deviate Sexual Intercourse
Howarth	Dean W.	Revocation	2/28/2014	Reciprocal Discipline: Educator revoked in New Jersey based on allegations Educator engaged in conduct unbecoming of a professional educator
Sneider (Kelly)	Melissa	Revocation	2/28/2014	Reciprocal Discipline: Educator revoked in New Jersey as a result of Educator's sexual contact with a minor
Lyle	Michael C.	Revocation	2/28/2014	Allegations: Educator engaged in graphic sexual communication with a student, both before and after she graduated. Educator also used district resources to shop for sex toys on the internet
Williams	Andre L.	Revocation	3/6/2014	Reciprocal Discipline: Educator revoked in Georgia as a result of allegations Educator had been involved in irregularities in the

Last Name	First Name	Action Taken	Date of Action	Grounds
				administration of statewide competency tests
Rubino	Joseph	Surrender	3/14/2014	Conviction: Unlawful Contact with a Minor, Corruption of Minors, Indecent Assault, Institutional Sexual Assault
Haldeman	Lori	Surrender	3/18/2014	Allegations: Educator failed to complete IEP paperwork in a timely manner, did not hold IEP meeting as she should have, forged signature of two principals and two teachers on two separate IEP documents
Good	Sherri	Suspension (6/7/12 - 6/30/14)	3/18/2014	Allegations: Educator brought alcohol onto school property during school hours
Waibel	John X.	Immediate Suspension	3/20/2014	Charged: Conspiracy to Manufacture, Delivery or Possession with Intent to Manufacture or Deliver, Possession of a Controlled Substance
Sharkey	Shawn	Immediate Suspension	3/20/2014	Charged: Institutional Sexual Assault, Corruption of Minors, Unlawful Contact with a Minor
Casale	Frank	Surrender	3/24/2014	Conviction: Identity Theft and Theft by Deception
Keefer	David	Surrender	3/25/2014	Conviction: Disseminating Photo Film of Child Sex Acts
Hoover	Bryan	Suspension (6/30/11 - 6/30/15)	3/27/2014	Allegations: Educator allowed underage current and former students to consume alcohol on one occasion in 2011
Czaplicki	Matthew	Public Reprimand	3/27/2014	Allegations: Educator engaged in an altercation at a bar out of state in 2006
Bergey	Jason	Public Reprimand	3/29/2014	Conviction: Driving Under the Influence of Alcohol, 2nd offense
Lockley	Wanda Arlene	Surrender	4/4/2014	Charged: Theft by Unlawful Taking, Receiving Stolen Property for allegedly selling another person's movable property
Marcus	Barbara	Surrender	4/5/2014	Reciprocal Discipline: Discipline imposed pursuant to 24 P.S.

Last Name	First Name	Action Taken	Date of Action	Grounds
				2070.9e
Hosterman	Donald	Surrender	4/7/2014	Charged: Theft by Unlawful Taking and Receiving Stolen Property
Slocum	Samuel	Surrender	4/8/2014	Conviction: Concealment of Whereabouts of Child, Corruption of Minors
Cohen	Craig	Surrender	4/8/2014	Charged: Disseminating Photo Film of Child Sex Acts, Child Pornography, Criminal Use of Communication Facility
Zappa	Erika	Surrender	4/9/2014	Conviction: False Reports to Law Enforcement, Theft by Unlawful Taking, Disorderly Conduct, DUI 2nd offense, Recklessly Endangering Another Person
Timchak	Robert	Revocation	4/10/2014	Conviction: Sexual Abuse of Children, Criminal Use of a Communication Facility, Tamper with/Fabricate Physical Evidence
Mendler	Michael L.	Suspension (5/17/10 - 5/17/14)	4/10/2014	Allegations: Educator engaged in inappropriate behavior involving female colleagues during school business time
Martin	Troy A.	Suspension	4/10/2014	Allegations: Over a two-year period, Educator forged prescriptions to various pharmacies to obtain OxyContin, a Schedule II controlled substance
Castellano	Jaime A.	Revocation	4/10/2014	Reciprocal Discipline: Educator surrendered his Arizona teaching certificate following allegations of inappropriate use of his school issued laptop to access sexually explicit materials and to transmit inappropriate communications
Sweigart	Perry O.	Public Reprimand	4/11/2014	Allegations: Educator violated the integrity and security of the PSSA tests
Stauffer	Gregory R.	Surrender	4/13/2014	Conviction: Endangering the Welfare of Children (NJ)
Coleman	Darnell J.	Suspension (5/23/13 - 5/23/15)	4/14/2014	Reciprocal Discipline: Educator suspended in New Jersey following allegations Educator had been

Last Name	First Name	Action Taken	Date of Action	Grounds
				involved in an inappropriate physical confrontation with a student
Dorrell	Jason E.	Surrender	4/18/2014	Conviction: Showing Obscene Material to a Person Under 18 to Arouse Self/Other (NJ)
McHenry	Meghan A.	Surrender	4/23/2014	Conviction: Grand Larceny (VA)
Geist	Robert E.	Surrender	4/23/2014	Conviction: Child Pornography
Reynolds	David A.	Suspension (8/3/12 - 8/3/14)	4/24/2014	Allegations: Educator used school district technology resources to pursue romantic relationships with females including staff and former students during school hours
Smith	Stephen	Surrender	4/24/2014	Allegations: Relationship with a former student in 1999
Latta	Kurt W.	Public Reprimand	4/26/2014	Allegations: Educator deviated from PSSA testing protocol and procedure during the administration of the 2009 PSSA
Brown	Kyle	Suspension (9/25/12 - 10/16/12)	4/28/2014	Allegations: Educator engaged in fighting behavior after ingesting alcohol
Funk	Daniel	Surrender	4/29/2014	Charged: Theft by Unlawful Taking-Movable Property, Access Device Fraud
Hall	Marcus S.	Surrender	4/30/2014	Conviction: Unlawful Contact with Minor, Indecent Assault
Nesbit	Emily L.	Surrender	4/30/2014	Charged: Institutional Sexual Assault
Saienni	Jessica R.	Surrender	5/1/2014	Charged: Statutory Sexual Assault, Involuntary Deviate Sexual Intercourse, Institutional Sexual Assault, Corruption of Minors, Intimidation of Witnesses or Victims, Unlawful Contact with Minor
Kaplan	Mitchell Alan	Surrender	5/1/2014	Conviction: Sexual Abuse of Children, Possession of Child Pornography
McCullough	Todd D.	Immediate Suspension	5/1/2014	Charged: Sexual Assault, Institutional Sexual Assault, Aggravated Indecent Assault,

Last Name	First Name	Action Taken	Date of Action	Grounds
				Corruption of Minors, Indecent Assault, Indecent Exposure, Harassment, Disorderly Conduct and Open Lewdness
Kostura	Joseph R.	Surrender	5/4/2014	Reciprocal Discipline: Discipline imposed pursuant to 24 P.S. 2070.9e
Ritsema	Fredus	Surrender	5/7/2014	Reciprocal Discipline: Discipline imposed pursuant to 24 P.S. 2070.9e
Zimmerman	David	Surrender	5/7/2014	Allegations: Educator voluntarily surrendered his teaching certification and employment eligibility as a result of disputed allegations of professional misconduct
Harvey	Cindy B.	Public Reprimand	5/9/2014	Allegations: Unprofessional comments to students and inappropriate student discipline
Shuty	Jennifer	Suspension (8/30/12 - 8/30/14)	5/11/2014	Allegations: Educator brought alcohol onto school property and was intoxicated during school hours
St. John	Christine	Suspension	5/16/2014	Allegations: Educator engaged in inappropriate communications and interactions
DiNapoli	Rocco R.	Surrender	5/19/2014	Reciprocal Discipline: Discipline imposed pursuant to 24 P.S. 2070.9e
Reardon	Michael A.	Surrender	5/20/2014	Allegations: Educator violated the integrity and security of the PSSA by engaging in multiple PSSA testing administration violations over the course of multiple years
Barrett	Lisa	Surrender	5/22/2014	Conviction: Embezzlement, Theft of Labor Union Assets
Manning	Robert L.	Surrender	5/22/2014	Allegations: Educator violated the integrity and security of PSSA by failing to investigate and report allegations of testing improprieties when notified and attempting to hinder the subsequent investigation of alleged testing

Last Name	First Name	Action Taken	Date of Action	Grounds
				improprieties
Martinez	Jolie N.	Public Reprimand	5/22/2014	Conviction: Disorderly Conduct
Kisselbach	Mark W.	Surrender	5/23/2014	Conviction: Endangering the Welfare of Children-Possession of Child Pornography (NJ)
Stefanacci	Henry	Public Reprimand	5/27/2014	Conviction: Driving Under the Influence of Alcohol 2nd Offense
Gomez	Patricio	Surrender	5/30/2014	Allegations: Educator grabbed a man's penis and testicles without his consent and then tried to drive away with the non-consenting victim in her car
Bratic	Radovan	Surrender	5/30/2014	Allegations: Educator violated the integrity and security of the PSSA by engaging in multiple PSSA testing administration violations over the course of multiple years
Bowen	Debbie S.	Public Reprimand	6/5/2014	Conviction: Recklessly Endangering Another Person
Falkner	Jessica Knick	Public Reprimand	6/6/2014	Conviction: Driving Under the Influence of Alcohol 2nd Offense
Salvesky	Shawn W.	Revocation	6/11/2014	Conviction: Statutory Sexual Assault, Indecent Assault, Corruption of Minors
Palko, Jr.	Robert A.	Revocation	6/11/2014	Conviction: Corruption of Minors
Hartropp	Cynthia M.	Revocation	6/11/2014	Conviction: Institutional Sexual Assault, Corruption of Minors
Bennett	Eric M.	Revocation	6/11/2014	Conviction: Terroristic Threats
Agrippine	Michael J.	Revocation	6/11/2014	Conviction: Endangering the Welfare of Children
Boyer	Christopher J.	Immediate Suspension	6/11/2014	Charged: Institutional Sexual Assault, Aggravated Indecent Assault, Indecent Assault, Corruption of Minors, Sexual Abuse of Children, Unlawful Contact with Minor
Rosengrant (Copeland)	Barbara	Revocation	6/11/2014	Reciprocal Discipline: Revoked in California based on allegations Educator forged IEPs, failed to obtain requisite parental consents, manufactured IEPs, failed to send

Last Name	First Name	Action Taken	Date of Action	Grounds
				students for appropriate special education assessments, engaged in numerous other special education protocol violations
Ways	James A.	Revocation	6/11/2014	Reciprocal Discipline: Revoked based on allegations of sexual misconduct with a student in Maryland
Picca	Daniel J.	Revocation	6/11/2014	Reciprocal Discipline: Revoked based on multiple acts of insubordination and misconduct in Maryland
Beltz	Halle C.	Revocation	6/11/2014	Conviction: False Reports to Law Enforcement Authorities
Hurley	Daniel F.	Surrender	6/13/2014	Allegations: Simple Assault
Ebbert (Oberting)	Stacey A.	Surrender	6/14/2014	Reciprocal Discipline: Discipline imposed pursuant to 24 P.S. §2070.9e
Erisman	John R.	Suspension	6/15/2014	Allegations: Educator engaged in unprofessional comments to students and inappropriate contact with students
Goldstein	Alene	Surrender	6/16/2014	Allegations: Educator violated the integrity and security of the PSSA by engaging in multiple PSSA testing administration violations
Street	Walter	Immediate Suspension	6/17/2014	Charged: Corruption of Minors, Statutory Sexual Assault, Aggravated Indecent Assault, Incest of a Minor, Rape of Unconscious Victim, Rape of a Child, Unlawful Contact/Communication with a Minor, Indecent Assault, Endangering the Welfare of a Child
Patselas	Phyllis R.	Surrender	6/18/2014	Allegations: Educator violated the integrity and security of the PSSA by engaging in multiple PSSA testing administration violations
Sorensen	Jonathan	Surrender	6/20/2014	Allegations: Educator sent sexually explicit instant messages during scheduled instructional time and his district-issued computer contained pornographic images

Last Name	First Name	Action Taken	Date of Action	Grounds
				and sexually explicit instant message conversations
Dillard	Deborah Edwards	Surrender	6/23/2014	Allegations: Educator violated the integrity and security of the PSSA by engaging in multiple PSSA testing administration violations
Apple	Edward E.	Public Reprimand	6/25/2014	Allegations: Improper student discipline
Ede	Thomas	Public Reprimand	6/25/2014	Conviction: DUI: Highest Rate of Alcohol, 2nd Offense
Neemeyer	Thomas G.	Surrender	6/27/2014	Allegations: Downloaded approximately 240 pornographic images onto a district computer
Conder	Susan	Suspension 6/30/14- 7/18/14	6/30/2014	Allegations: Educator disclosed confidential student information, used inappropriate language when speaking to students and created a situation in which a student was able to view a private picture on Educator's personal cell phone
Chapa	Cristian	Public Reprimand	7/2/2014	Conviction: Driving Under the Influence of Alcohol-Highest Rate of Alcohol-2nd Offense
Spinella	Louis	Surrender	7/3/2014	Allegations: Educator engaged in inappropriate behavior with students
Stiadle	Matthew	Surrender	7/5/2014	Allegations: Educator engaged in inappropriate communications with female students
Hallam	John W.	Surrender	7/9/2014	Allegations: Watching and listening to potentially inappropriate content on his cell phone in class
Sine	Dean N.	Surrender	7/14/2014	Conviction: Involuntary Deviate Sexual Intercourse
DeFinnis	Sally L.	Public Reprimand	7/14/2014	Allegations: Educator violated the integrity and security of the PSSA by failing to maintain the security of PSSA test documents and by providing improper assistance to a student taking the PSSA
Vandersluys	William	Surrender	7/15/2014	Allegations: Educator accessed and viewed pornographic websites and images on his school-issued

Last Name	First Name	Action Taken	Date of Action	Grounds
				computer
Sarappo	Stephen	Revocation	7/17/2014	Allegations: Used district-issued laptop to access sexually explicit websites and projected URL for one site in his classroom during instructional time
Brandon	Douglas M.	Suspension (9/11/13-9/10/15)	7/17/2014	Reciprocal Discipline: Allegations: allowed female students to sit on his lap after being warned (SC)
Reed	Jesse A.	Suspension	7/17/2014	Conviction: Educator was convicted of Driving Under the Influence of Alcohol: Highest Rate (BAC .16+), 3rd Offense
Stoudt	Deena M.	Revocation	7/17/2014	Conviction: Endangering the Welfare of Children
Stahl	Stephen F.	Immediate Suspension	7/17/2014	Charged: Corruption of Minors
Ginnetti	Erica A.	Immediate Suspension	7/17/2014	Charged: Institutional Sexual Assault, Corruption of Minors and Obscene and Other Sexual Material and Performances
Melton	Arthur L.	Surrender	7/17/2014	Allegations: Educator violated the integrity and security of the PSSA exams for multiple years
Harrison	Matthew	Revocation	7/17/2014	Conviction: Indecent Assault-Without Consent of Other, Corruption of Minors, Endangering the Welfare of Children-Parent/Guardian/Other Commits Offense
Lombard	Bruce	Revocation	7/17/2014	Conviction: Open Lewdness, Indecent Exposure
Vuocolo	Nicole L.	Revocation	7/17/2014	Conviction: False Statements-Fraud Obtaining Food Stamps/Assistance (Welfare Fraud)
Willis	Ronald L.	Surrender	7/18/2014	Allegations: Educator made inappropriate comments to students
Kline	Travis	Surrender	7/18/2014	Allegations: Educator engaged in inappropriate behavior with students
Laubach	Ralph	Surrender	7/28/2014	Conviction: Aggravated Indecent

Last Name	First Name	Action Taken	Date of Action	Grounds
				Assault-Comp. less than 13 years old, Indecent Assault-Person less than 13 years of age
Bruno (Stoll)	Lauren L.	Suspension (7/1/14-6/30/18)	7/30/2014	Allegations: Forged private academic school license
Bernal	Gena	Public Reprimand	8/5/2014	Allegations: Educator shared knowledge of specific questions and general content on 2010 PSSA Science Assessment with colleagues
Amy	Wesley P.	Surrender	8/6/2014	Allegations: Educator engaged in inappropriate communication with several female students which included requests for naked pictures and links to sexually explicit material
Lord	Gary	Surrender	8/7/2014	Allegations: Educator admitted to repeatedly accessing pornography while on district time and using district resources, in violation of School Board Policy
Zettlemoyer	Daniel E.	Public Reprimand	8/11/2014	Conviction: DUI--Highest Rate of Alcohol (BAC .16+), 2nd Offense
Dusick	Darren J.	Public Reprimand	8/15/2014	Conviction: Driving Under the Influence of Alcohol--Highest Rate of Alcohol: 2nd Offense
Smith	Jeremy J.	Surrender	8/17/2014	Conviction: 2nd Degree Rape by Instrumentation (OK)
Mingione	William	Surrender	8/17/2014	Conviction: Theft by Unlawful Taking-Moveable Property, Forgery-Alter Writing, Deceptive Business Practices
Beveridge	Gary R.	Immediate Suspension	8/20/2014	Charged: Indecent Assault without Consent of Other
Puterbaugh	Matthew B.	Immediate Suspension	8/20/2014	Charged: Sexual Abuse of Children: Possession of Child Pornography, Corruption of Minors, Statutory Sexual Assault, Aggravated Indecent Assault, Indecent Assault, Rape, Involuntary Deviate Sexual Intercourse: Person Less than 16 years of age

Last Name	First Name	Action Taken	Date of Action	Grounds
Harrington-Cooper	Lauren N.	Immediate Suspension	8/20/2014	Charged: Institutional Sexual Assault, Corruption of Minors
Cady	Dennis E.	Surrender	8/22/2014	Conviction: Sexual Abuse 3rd Degree (NY)
Britton	Jack W.	Surrender	9/2/2014	Allegations: Educator failed to acknowledge criminal conviction on teacher certification application
Johns	David S.	Surrender	9/4/2014	Conviction: Loitering and Prowling at Night, Disorderly Conduct Hazardous/Physical Offense
Taylor	Brian	Surrender	9/11/2014	Allegations: Educator created pornographic writings using names of students, parents and school staff
Righetti	Jacqueline	Suspension	9/11/2014	Allegations: Educator was in possession of and used a controlled substance and engaged in unprofessional conduct
Seaman	Jonathan	Surrender	9/12/2014	Conviction: Corruption of Minors
Burdett	Marissa	Surrender	9/14/2014	Allegations: Educator engaged in inappropriate contact with students and provided alcohol to students
Fourspring	Keith M.	Public Reprimand	9/19/2014	Conviction: DUI Alcohol-Highest Rate (BAC .16+)
Gatlos	Michael	Public Reprimand	9/26/2014	Allegations: Assault
Stoner	Kevin L.	Public Reprimand	10/1/2014	Conviction: DUI Alcohol-Highest Rate-2nd Offense
DeLaura	Marsha A.	Surrender	10/2/2014	Allegations: Simple Assault
McKillop	Domenique	Immediate Suspension	10/3/2014	Charged: Involuntary Deviate Sexual Intercourse-Person Less than 16 years of age, Institutional Sexual Assault, Corruption of Minors, Indecent Assault-Person less than 16 years of age
Kamara	Alimamy	Immediate Suspension	10/3/2014	Charged: Possession with Intent to Deliver a Controlled Substance
Hamilton, Jr.	Kenneth F.	Immediate Suspension	10/3/2014	Charged: Accessing with intent to View, Possession, Receipt, Attempted Receipt and Distribution of Material Involving Sexual

Last Name	First Name	Action Taken	Date of Action	Grounds
				Exploitation of Minors (Federal)
Mason (Moore)	Stephanie M.	Suspension (4/20/10-4/23/10)	10/6/2014	Allegations: Provided inappropriate assistance to students during administration of 2010 PSSA
Tronetti	Christopher M.	Surrender	10/6/2014	Conviction: DUI (Multiple)
Chase	Michael H.	Surrender	10/9/2014	Charged: Corruption of Minors (WY)
Shaulis	Benjamin	Surrender	10/9/2014	Allegations: Engaged in inappropriate interactions with female students
Arnold	Cheryl A.	Revocation	10/10/2014	Conviction: Theft by Unlawful Taking or Disposition-Moveable Property
Bole (Gaab)	Jessica L.	Suspension (2/3/09-6/30-14)	10/10/2014	Allegations: Created falsified prescriptions
Naperkoski	David	Revocation	10/10/2014	Conviction: Theft by Unlawful Taking
Frederick	Neil	Revocation	10/10/2014	Conviction: Child Abuse, Sexual Offense in the 3rd Degree, 2nd Degree Assault (MD)
Montgomery	David R.	Revocation	10/10/2014	Conviction: Sexual Exploitation of Children, Possession of Material Depicting the Sexual Exploitation of a Minor (Federal)
Risell	Kristy C.	Revocation	10/10/2014	Conviction: Institutional Sexual Assault
Bell	Jonathan D.	Revocation	10/10/2014	Conviction: Corruption of Minors, Unlawful Contact with a Minor, Sexual Abuse of Children, Statutory Sexual Assault, Involuntary Deviate Sexual Intercourse, Sexual Assault, Aggravated Indecent Assault, Indecent Assault, Indecent Exposure
Nolan	Jason B.	Revocation	10/10/2014	Conviction: Possession of Material Depicting the Sexual Exploitation of a Minor (Federal)
Kurowski	Nicole E.	Revocation	10/10/2014	Conviction: Institutional Sexual Assault
Block	Karen A.	Surrender	10/14/2014	Conviction: Cruelty to Animals

Last Name	First Name	Action Taken	Date of Action	Grounds
Berrett	Robert R.	Suspension	10/20/2014	Allegations: Educator was Driving Under the Influence on two occasions
Benson	Patricia A.	Surrender	10/22/2014	Allegations: Convicted of DUI Alcohol-5 times in California
Manning	Matthew M.	Immediate Suspension	11/7/2014	Charged: Sexual Abuse of Children, Child Pornography and Dissemination of Photographs, Videotapes, Computer Depictions and Films
Bonebrake, Jr.	Robert C.	Surrender	11/8/2014	Charged: Involuntary Deviate Sexual Intercourse, Criminal Attempt to Commit Involuntary Deviate Sexual Intercourse, Indecent Assault, Endangering the Welfare of Children
Crescenzo	Gary P.	Surrender	11/11/2014	Charged: Intentional Poss. Of Controlled Substance by Person Not Registered, Poss. Of Marijuana, Use/Poss. Of Drug Paraphernalia, DUI Controlled Substance-1st, DUI Controlled Substance-Impaired Ability-1st, Operating Vehicle w/o Required Financial Resp.
Gibson	Todd C.	Surrender	11/12/2014	Allegations: Engaged in inappropriate communications with a former student
Pombo	Jeremy	Surrender	11/13/2014	Conviction: 3rd Offense DUI, Accident Involving Attendant Vehicle/Property
Langan	Robert M.	Indefinite Suspension	11/14/2014	Conviction: DUI General Impairment/Incapable of Driving Safely-3rd Offense, DUI Highest Rate of Alcohol-3rd Offense
Sheeder	Molly	Surrender	11/18/2014	Allegations: Inappropriate relationship with a former student
Tkatch	Nancy P.	Surrender	11/21/2014	Conviction: Theft by Unlawful Taking-Movable Property
Klock	Kelly J.	Surrender	11/22/2014	Charged: Conspiracy--Manufacture, Delivery or Possession with Intent to Manufacture or Deliver a Controlled Substance, Intentional Possession of a Controlled

Last Name	First Name	Action Taken	Date of Action	Grounds
				Substance by a Person Not Registered, Use/Possession Drug Paraphernalia
Hamilton	Jason C.	Public Reprimand	11/23/2014	Conviction: DUI Controlled Substance-Schedule I-2nd Offense
Tinsman	Clare E.	Surrender	12/1/2014	Conviction: DUI Highest Rate of Alcohol (BAC .16+) 3rd Offense
Fisher	Matthew K.	Immediate Suspension	12/3/2014	Charged: Corruption of Minors
Leiseth	Tiffany G.	Immediate Suspension	12/3/2014	Charged: Institutional Sexual Assault, Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors
Streeper	Jessica A.	Immediate Suspension	12/3/2014	Charged: Statutory Sexual Assault, Involuntary Deviate Sexual Intercourse, Institutional Sexual Assault, Indecent Assault, Endangering Welfare of Children, Corruption of Minors, Unlawful Contact with a Minor
Sokol	Matthew R.	Immediate Suspension	12/3/2014	Charged: Sexual Abuse of Children
Evans	Nicole	Public Reprimand	12/4/2014	Allegations: Threw a stapler in a classroom, accidentally striking a student
Guimond	Martha J.	Surrender	12/7/2014	Conviction: DUI General Impairment/Incapable of Driving Safely-2nd Offense, DUI High Rate of Alcohol (BAC .10-.16)-2nd Offense
Buhite, Jr.	William R.	Public Reprimand	12/14/2014	Allegations: Exercised poor judgment and failed to maintain appropriate boundaries with regard to texting a female student
Williams	Ryan	Public Reprimand	12/16/2014	Allegations: Engaged in fighting behavior
Citron	Mark C.	Revocation	12/18/2014	Conviction: Endangering the Welfare of Children, Corruption of Minors
Murphy	Jocelyn D.	Revocation	12/18/2014	Conviction: Endangering the Welfare of Children
Williams	Mark P.	Revocation	12/18/2014	Conviction: Unlawful Contact with

Last Name	First Name	Action Taken	Date of Action	Grounds
				a Minor, Institutional Sexual Assault, Endangering the Welfare of Children, Corruption of Minors
Dixon	Steven W.	Revocation	12/18/2014	Conviction: Corruption of Minors
Beck	Michael W.	Revocation	12/18/2014	Conviction: Indecent Assault, Corruption of Minors
Raffetto	Frederick J.	Revocation	12/18/2014	Conviction: Manufacture, Delivery or Possession with Intent to Manufacture or Deliver a Controlled Substance
Troncone	Christopher A.	Revocation	12/18/2014	Conviction: Public Lewdness (NY)
Krause	Kenneth M.	Revocation	12/18/2014	Conviction: Institutional Sexual Assault, Corruption of Minors, Unlawful Contact with a Minor
Street	Walter	Revocation	12/18/2014	Conviction: Corruption of Minors, Statutory Sexual Assault, Aggravated Indecent Assault, Incest of a Minor, Rape, Unlawful Contact with a Minor, Indecent Assault, Endangering the Welfare of Children
Turpin	Rolison	Revocation	12/18/2014	Conviction: Manufacture, Delivery, or Possession with Intent to Manufacture or Deliver a Controlled Substance
Manns	Steven L.	Surrender	12/18/2014	Conviction: Provider Prohibited Acts, Medicaid Fraud
Geary	John P.	Revocation	12/18/2014	Conviction: Bribery in Official and Political Matters
Houston	Lindsay A.	Revocation	12/18/2014	Conviction: Receiving Stolen Property, Conspiracy-Theft by Deception
Mack	Stacey	Revocation	12/18/2014	Conviction: Receiving Stolen Property
Joyce	Jennifer M.	Revocation	12/18/2014	Allegations: Failed to report suspected child abuse
McMullen	Brian T.	Revocation	12/18/2014	Conviction: Endangering the Welfare of Children, Indecent Assault
Gyllsdorff	Gregory S.	Surrender	12/19/2014	Conviction: Aggravated Criminal Sexual Abuse (IL)

Last Name	First Name	Action Taken	Date of Action	Grounds
Szychulski	Bridgett F.	Immediate Suspension	12/31/2014	Charged: Involuntary Deviate Sexual Intercourse, Statutory Sexual Assault, Aggravated Indecent Assault, Indecent Assault

In addition to the disciplinary cases decided in 2014, the PSPC considered the propriety of reinstatement in the following cases:

2014 REINSTATEMENTS

LAST NAME	FIRST NAME	DISPOSITION	DATE OF DISPOSITION
McCreary	Jeffrey	DENIED	4/10/2014
Wolstoncroft	Howard S.	DENIED	6/11/2014
Collins	Gary Leroy	DENIED	6/11/2014
Udzella	Justin	GRANTED	7/17/2014
Richmond	Merissa	GRANTED	10/10/2014

GOALS FOR 2015

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 the Department. In late 2014, the PSPC engaged in a strategic planning session with the purpose of identifying and prioritizing future initiatives. The initiatives identified included:

- STRENGTHEN THE INCLUSION OF ETHICS IN TEACHER PREPARATION PROGRAMS;
- CONDUCT AN IN-DEPTH RESEARCH STUDY OF ALL CASES OVER A FIVE-YEAR PERIOD TO ISOLATE FACTORS TO HELP INFORM OUTREACH AND PREVENTATIVE STRATEGIES AND TO ANALYZE CONSISTENCY IN THE IMPOSITION OF SANCTIONS;
- EXPLORE THE INCLUSION OF COACHES AND PARAPROFESSIONALS UNDER THE COMMISSION'S JURISDICTION;
- REDESIGN WEBSITE;
- CREATE AN EVALUATION PROTOCOL FOR HEALTH CARE PROFESSIONAL EVALUATIONS IN REINSTATEMENT PROCEEDINGS;
- DEVELOP ELECTRONIC FILING PROTOCOL;
- DEVELOP FEE/FINE SCHEDULE;
- FINALIZE AMENDMENTS TO REGULATIONS/BYLAWS;
- DEVELOP A POLICY ON GUIDELINES FOR SANCTIONING; AND
- FINALIZE ACT 126 E-LEARNING COURSE.

CALENDAR OF MEETINGS FOR 2015

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 2015 are scheduled as follows in the Heritage Rooms, Lobby, 333 Market Street, Harrisburg:

January 26, 2015	March 16, 2015
May 11, 2015	July 13, 2015
September 21, 2015	November 16, 2015

AVAILABLE RESOURCES

Information about the PSPC and the educator discipline system, including adjudications are available online at www.education.state.pa.us/pspc. The PSPC welcomes questions and requests for workshops or other assistance. Please do not hesitate to contact us.

The following publications are available from the Office of the PSPC or electronically on the PSPC website:

- Chapter 233—Bylaws—Statement of Policy
- Chapter 237—Definitions of Statutory Terms
- Code of Professional Practice and Conduct for Educators
- Adjudications of the Professional Standards and Practices Commission
- Educator Discipline Act (24 P.S. §§2070.1a *et seq.*)
- PSPC Commissioner Handbook
- Code of Professional Practice and Conduct for Educators Poster

To obtain copies, please submit your request to:

Professional Standards and Practices Commission
333 Market Street, 9th Floor
Harrisburg, PA 17126-0333

shcrosby@pa.gov
smarkowicz@pa.gov

cangelo@pa.gov
amcmahon@pa.gov

Telephone: 717-787-6576 TTY: 717-783-8445 Fax: 717-783-0734