

- (D) the educator's reasonable belief that the educator had written permission from the school district administration to resign.
- (2) Mitigating factors. The following factors may be considered in seeking, proposing, or making a decision under this chapter regarding an educator who has abandoned a contract in violation of the TEC, §§21.105(c), 21.160(c), or 21.210(c). The educator:
- (A) gave written notice to school district 30 days or more in advance of the first day of instruction for which the educator will not be present;
 - (B) assisted school district in finding a replacement educator to fill the position;
 - (C) continued to work until the school district hired a replacement educator;
 - (D) assisted in training the replacement educator;
 - (E) showed good faith in communications and negotiations with school district;
 - (F) provided lesson plans for classes following educator's resignation;
 - (G) changes careers within the field of education:
 - (i) to a position that required a different class of educator certification as defined in §230.33(b) of this title (relating to Classes of Certificates);
 - (ii) to a position with a higher level of authority within the principal class of certificate; or
 - (iii) to a position in an open-enrollment charter school or a district of innovation that is equivalent to the positions described in clauses (i) and (ii) of this subparagraph;
 - (H) had a reduction in base pay, excluding stipends, as compared to the educator's base pay for the prior year at the same school district;
 - (I) resigned due to working conditions that reasonably posed an immediate threat of significant physical harm to the educator; or
 - (J) any other relevant circumstances or facts.
- (3) Mandatory sanction for contract abandonment.
- (A) An educator subject to sanction, who has abandoned a contract 44-30 days prior to the first day of instruction for the following school year in violation of the TEC, §§21.105(c), 21.160(c), or 21.210(c), in a case where the factors listed in subsection (c) of this section or in paragraph (1) or (2)(B)-(J) of this subsection do not mitigate or apply, shall receive a sanction of an inscribed reprimand.
 - (B) An educator subject to sanction, who has abandoned a contract less than 30 days prior to the first day of instruction for the following school year or at any point during the school year in violation of the TEC, §§21.105(c), 21.160(c), or 21.210(c), in a case where the factors listed in subsection (c) of this section or in paragraph (1) or (2) of this subsection do not mitigate or apply, may not receive a sanction of less than:
 - (i) suspension for one year from the first day that, without district permission, the educator failed to appear for work under the contract, provided that the educator has not worked as an educator during that year and the case is resolved within that one year through an agreed final order; or

(ii) suspension for one year from either the effective date of an agreed final order resolving the case or an agreed future date at the beginning of the following school

case is resolved through a final board decision following a contested case hearing at the SOAH or a default under §249.35 of this title.

- (f) Mandatory minimum sanction for misdemeanor-level conduct. If an educator is subject to sanction, and a court has ordered the educator to complete a period of deferred adjudication, community supervision, or pretrial diversion for a misdemeanor-level criminal offense under state or federal law, the educator may not receive a sanction of less than an inscribed reprimand.
- (g) Mandatory minimum sanction for test security violation. An educator who intentionally manipulates the results or violates the security or confidential integrity of any test required by the TEC, Chapter 39, Subchapter B, may not receive a sanction of less than suspension for one year from the effective date of an agreed final order or a final board decision following a contested case hearing at the SOAH.
- (h) Mandatory minimum sanction for drugs and alcohol on school campus. An educator who is subject to sanction because the educator has tested positive for drugs or alcohol while on school campus, was under the influence of drugs or alcohol on school campus, or was in possession of drugs or alcohol on school campus may not receive a sanction of less than a one-year suspension and required completion of a drug or alcohol treatment program.
- (i) Mandatory permanent revocation or denial. Notwithstanding subsection (c) of this section, the SBEC shall permanently revoke the teaching certificate of any educator or permanently deny the application of any

administrative sanction of an educator's certificate or license issued in another state is a violation of SBEC rules, the SBEC may initiate a disciplinary action regarding the educator's Texas educator certificate and impose a sanction as provided under this chapter.

19. In the Matter of Kimberly Anne Kane; Action to be taken: Consideration of Issuance of Default Judgment

Staff recommendation: 1-year suspension

20. In the Matter of Seth McCool; Action to be taken: Consideration of Issuance of Default Judgment

Staff recommendation: 1-year suspension

21. In the Matter of Kendrick B. Payne; Act22 TmRq0.00000912 0 612 792 reCET48 Tf1 0 0 1 275.54 575.5

28. In the Matter of Adam Kraig Reeves; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
29. In the Matter of Olivia R. Telebelsarfi; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
30. In the Matter of Deyavor Roshell Harnage; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
31. In the Matter of Elsa Ramirez; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
32. In the Matter of James D. Sartor; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
33. In the Matter of Rebecca Barrientos; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
34. In the Matter of Michael Chase Borger; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
35. In the Matter of Layla Michelle Englade; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension
36. In the Matter of Carolyn Sue Fogel; Action to be taken: Consideration of Issuance of Default Judgment
Staff recommendation: 1-year suspension

64. In the Matter of Michael David Kawazoe; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 11-month suspension
65. In the Matter of Veasna Chhim; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 2-year suspension
66. In the Matter of Amy Dian Bedinger; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: Permanent Revocation
67. In the Matter of Randy Arick Haddox Jr.; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 2-year suspension and proof of successful completion of substance abuse treatment program
68. In the Matter of Lisa R. Patton; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 3-year suspension and proof of successful completion of substance abuse treatment program
69. In the Matter of Douglas Othmar Schwarzenberger; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 3-year suspension and proof of successful completion of substance abuse treatment program
70. In the Matter of Zachary Cundiff; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 1-year suspension and proof of successful completion of substance abuse treatment program
71. In the Matter of Stephanie Victoria Luke; Action to be taken: Consideration of Issuance of Default Judgment
- Staff recommendation: 1-year suspension and proof of successful completion of substance abuse treatment program

72. In the Matter of Damian D. Davis; Action to be n the Ma8

