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A-3: SANDERS HEARING

EXHIBIT TWO (2)



www.LafayetteCountyPress.com

Lafayette County Press



Informing Our Community

Coming Home To Give Back

By Tommy Goodwin

For the past few years, there have been two groups that had get together at Lake June around the 4th of July. Stamps High School Yellow Jacket Alumni and the locally organized Community BBQ. Two years ago, these two groups merged to make a stronger, more organized event, and it has really grown.

Last year, organizers of the two groups got together and talked about the idea of making the combined event even more than just coming back to relive memories and meet up with old friends: they wanted to give something back. They raised the funding to provide a scholarship to Tres Burks of Lafayette County High School.

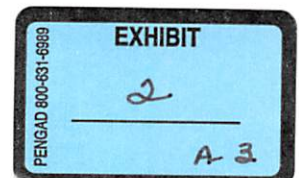
This year, the giving got bigger. Courtney Sanders, who is now a high school coach in Moultrie, Georgia, got the idea of presenting a vehicle to someone in need back home. He contacted other organizers of the event and a list of potential recipients was composed. After much discussion and research, the list was finally whittled down to one person in need:

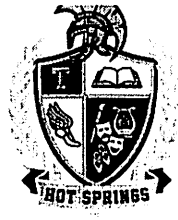


Lois Tyson is presented keys to a new car.



Alumni parade around the Stamps downtown triangle.





October 1, 2018

State Board of Education
Four Capitol Mall
Little Rock, AR 72201

State Board of Education Members,

I am writing this letter in support of Courtney Sanders. Hot Springs School District hired Mr. Sanders as a high school PE teacher and varsity football assistant coach. Mr. Sanders came highly recommended from his employment in Georgia prior to our hire and from his many years coaching at the college level, both in and out of state. Through the employment hiring process, we received notification that Mr. Sanders was ineligible for employment due to a past offense. Mr. Sanders was very open with me about a situation that occurred 23 years ago as a teenager. I appreciate his honesty.

Mr. Sanders has been a valuable addition to our Trojan Family. I truly believe that everyone deserves a second chance, especially when the issue occurred over 20 years ago. Mr. Sanders has shown nothing but a high quality of ethics, a spirit of hard work, an excellent ability to build relationships with our young adults, and a willingness to get in and get the job done to the best of his ability. I would hate to lose him as a part of our staff.

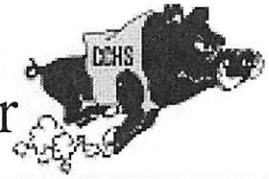
I, respectfully, ask the State Board to hear and consider all the information provided and to make a decision that is fair to Mr. Sanders and to our school community. Thank you for your time and consideration. If you have any questions for me, I can be reached by phone at 501.624.3372 (office) or by email at nehuss@hssd.net.

Sincerely,

Dr. Stephanie Nehus

Dr. Stephanie Nehus
Superintendent

Colquitt County Achievement Center



Darius W. Dawson
Principal

1800 Park Ave.
Moultrie, GA 31768
Phone: 229-890-6197 • Fax: 229-890-6191

08 October 2018

Darius W. Dawson
Colquitt County Achievement Center

Re: Letter of Correction

To Whom It May Concern,

I would like to take this time to show my support for Courtney Sanders as a teaching and a Head Football Coach. Coach Sanders and I have worked together for past three years at Colquitt County Achievement Center in Moultrie, Georgia. During that time, I have had the opportunity to observe Coach Sanders's teaching abilities as both a teacher and as a football coach. He has demonstrated the ability to reach students at all levels and in a wide variety of techniques.

Coach Sanders is a true team player. I was born and raised in Colquitt County. And we have only had one other coach that has been more involved in the community as Courtney Sanders. He organized a free lunch program on Saturdays to feed the kids in the community. He organized and held mentoring programs and speakers for young adults. Coach Sanders did all of those things on his own because he saw a need within the community and he did these tasks with no complaints.

He approaches each class with an enthusiasm and work ethic that instills a trust in his students. Coach Sanders is an excellent teacher who is blessed with an ability to relate to students/players and to get them to "buy in" to his class/team and to do their best for him. I have no doubt that Coach Sanders will be a great employee and a teacher leader in your school. The long hours that he constantly puts in to prepare and the way that he interacts and works with both school staff and students will definitely be a positive for your school and your community.

I have absolutely no reservations about recommending Courtney Sanders to be a teacher to help mold the minds of today's youth.

Thank you for your time. If you have any questions, please call (229-890-6197).

Darius W. Dawson, Principal

Colquitt County Achievement Center.



COLQUITT COUNTY BOARD OF EDUCATION

Mrs. Mary Beth Watson, Chairman - District 3
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James D. Howell
Superintendent
710 Lane Street
P.O. Box 2708
Moultrie, GA 31776-2708
(229)985-1550
colquitt.k12.ga.us

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Senior Assistant Superintendent of Finance
& Business Services

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Assistant Superintendent of Human Resources

Dr. Marni Kirkland
Assistant Superintendent of Curriculum
& Instruction

Dr. Irma Townsend
Assistant Superintendent of Student Services

October 8, 2018

Cynthia Grier
PO Box 2708
Moultrie, Ga 31776
229-873-2240 cell
229-890-6200 ext. 10028 work

RE: Courtney Sanders

To Whom It May Concern,

I confirm that Courtney Sanders was employed as a Physical Education Teacher with the Colquitt County School district from May 1, 2015 to June 30, 2018.

Mr. Sanders was the Physical Education teacher at our Alternative school. He was responsible for providing physical instruction to the students. He was responsible for maintaining lesson plans, grades and classroom management. He also served as a defensive coach for our football team. The students gravitated towards Mr. Sander's positive attitude. He provided a safe and comfortable atmosphere for the students and players to be able to come and talk to him about any issues they may have.

Mr. Sanders was also very active within the community here in Colquitt County. After finding out one of this players was in need, he started a feeding program through his church. The kids could come on a Saturday and receive a meal.

I would highly recommend Mr. Sanders for his certification with the state of Arkansas. He was in the process of completing his certification with the state of Georgia. Given the opportunity Mrs. Sanders will be a viable asset to his school, students, players, and community.

Sincerely,

Cynthia Grier
Administrative Assistant
Human Resources

October 10, 2018

Arkansas State Board of Education
Four Capitol Mall
Little Rock, AR 72201

Dear Board Members,

I am pleased to write a letter in support of Mr. Courtney Sanders. He is an outstanding educator who continues to positively impact young people through his work. I have known Courtney for over 20 years, and I have been impressed by his positive attitude, persistence, and dedication.

Courtney was a member of the University of Arkansas staff when we initially worked together. He worked hard to maintain balance between his academic and athletic responsibilities as a graduate assistant for Football. Courtney's dedication to the academic success and excellence was evidenced in his personal achievements, as well as with his student-athletes. He worked hard to establish rapport with faculty, staff, and students and hold his student-athletes accountable. I also had the pleasure of working with Courtney while at Missouri State University, when I served as the Assistant Athletic Director for Academics and he was an Assistant Football Coach. During my tenure, we worked collaboratively to address the academic issues experienced by some of his students and positively enhanced the experiences of his student-athletes.

Courtney exhibits leadership and a spirit of service through various activities. He volunteered in his local communities throughout his career. Additionally, he and another member of his hometown community host an event each summer which highlights the service of others and to extend appreciation to all in the community of Stamps, AR. Courtney recognizes the importance of service and freely gives of his time.

I am honored to speak on behalf of Courtney Sanders. He is an extremely driven and enthusiastic person. His addition to the profession would add value to the field. He is analytical, thorough and devoted to finding the best solution to any challenge. Please contact me if you have any questions via phone at (502) 338-2683 or e-mail Monica.Jones@aamu.edu or mmj2010@gmail.com.

Sincerely,

Monica M. Jones
Associate Athletic Director

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A-3: SANDERS HEARING

EXHIBIT THREE (3)



GREATER NEWTON GROVE CATHEDRAL

THE R.E.A.L CHURCH MOULTRIE

FEEDING PROGRAM

Saturday May 26th, 2018



FREE LUNCH (for KIDS)



SATURDAY FROM 11:00 am to 1:00 pm

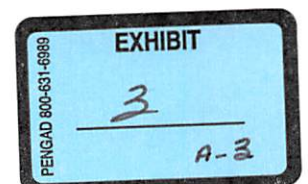
Location: Groveland – across from Oxley's

Address: 905 W. Central Ave.

Moultrie, GA 31768

Contact: Coach Sanders

Phone: (479) 283-7467



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A-3: SANDERS HEARING

EXHIBIT FOUR (4)



GEORGIA CLEARANCE CERTIFICATE

Georgia Professional Standards Commission
200 Piedmont Avenue, Suite 1702
Atlanta, GA 30334-9032

The Georgia Professional Standards Commission affirms that this individual has met the requirements for a Georgia Educator Certificate as indicated.

Certificate Number

1535327

Courtney Laroy Sanders

132 Loblolly Rd.

Moultrie, GA 31768

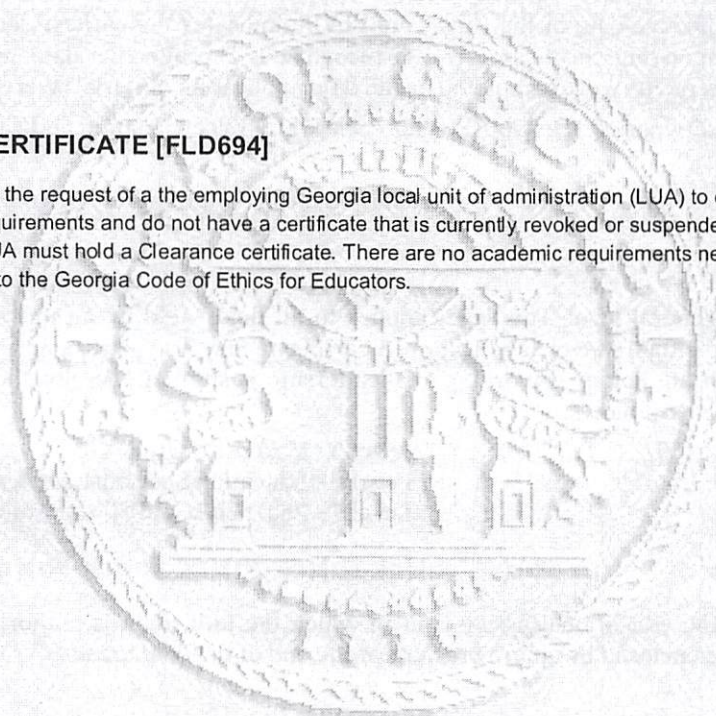
Title/Type Field

C CLEARANCE CERTIFICATE [FLD694]

Validity Period

12/12/16 TO 06/30/21

The Clearance certificate is issued at the request of a the employing Georgia local unit of administration (LUA) to educators who satisfactorily complete fingerprint and background check requirements and do not have a certificate that is currently revoked or suspended in Georgia or any other state. All educators employed by a Georgia LUA must hold a Clearance certificate. There are no academic requirements necessary to qualify for this certificate. All holders of this certificate are subject to the Georgia Code of Ethics for Educators.



Please see the last page for legends and other information

The holder of this certificate is responsible for being knowledgeable about current and revised rules.

Kamila Benson Luigs
Chair

Kelly C. Henson
Executive Secretary

Any alteration of this certificate will render it void

AUTHORITY

This certificate has been issued by the authority granted to the Georgia Professional Standards Commission (GaPSC) pursuant to O.C.G.A. Section 20-2-200 and conforms to the published rules of the Commission. The rules of the Commission are on file in the offices of the GaPSC, public school systems, teacher education colleges, Regional Educational Service Agencies, the Office of the Secretary of State, and on the GaPSC web site at www.gapsc.com.

LIMITATIONS

The information shown on this certificate is subject to conditions specified in any previous correspondence, documentation accompanying this certificate, and current rules of the Commission. Certification rules are subject to change. The holder of this certificate is responsible for being knowledgeable about current and revised rules and for securing the appropriate certificate to practice in Georgia.

CORRECTION OF CERTIFICATES

Questions about your certificate should be directed to your employer's personnel officer or to the GaPSC. If there appears to be an error on your certificate, please mail or email a letter of explanation to the GaPSC within forty-five (45) days of issuance. An incorrectly issued certificate may be recalled.

DATING OF CERTIFICATES

Effective Date	The effective date of the certificate LEVEL indicates the earliest date (on or after July 1, 1993) the corresponding certificate level is recognized. The effective date may be determined by the date requirements were completed or the date application materials were received.
Validity Period	A validity period is established for each FIELD of certification and varies according to the conditions of issue.
Print Date	The date the certificate is printed has no effect on the validity period or effective date.

CERTIFICATE LEVEL

Each certificate is assigned a general level. This level applies to all fields held by an individual and indicates the GaPSC-determined equivalent of an individual's level of education. A certificate may also be assigned a leader level. The leader level is only applicable when the certificate holder is working in a leadership position. Generally, the certificate level equates to the education degree level completed as follows:

Level 1 - High School Diploma, GED	Level 5 - Master's degree
Level 2 - Associates degree	Level 6 - Education Specialist, MFA, All But Dissertation
Level 4 - Bachelor	Level 7 - Ph.D., Ed.D, GaPSC-determined equivalent

FIELDS

The certificate field indicates the educational assignment in which the individual is authorized to practice in Georgia. The unique certification field code is enclosed in square brackets at the end of the field name.

CODES

Certificate codes are specific letters which identify particular types and titles of certificates. For descriptions of these certificates and their qualifications, please visit the GaPSC web site at www.gapsc.com.

AP	Advanced Professional	SR	Standard Professional
CA	Core Academic	W	Waiver
CP	Clinical Practice	X	International Exchange
D	Life	AIDE	Non-Instructional Aide
I	Intern	C	Clearance Certificate
IN	Induction	EI	Educational Interpreter License
LP	Lead Professional	J	Adjunct
N	Non-Renewable	L	Leadership
NN	Non-Renewable Non-Professional	P	Permit
NP	Non-Renewable Performance-Based	PARA	Paraprofessional
O	One Year Supervised Practicum	S	Service
P	Performance-Based	SP	Support Personnel
PR	Performance-Based Professional	T	Teaching
PS	Pre-Service	TS	Technical Specialist
SN	Supplemental Induction		

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NP	Non-Renewable Performance-Based	PARA	Paraprofessional
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