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## SUPERINTENDENT OF PUBLIC INSTRUCTION

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*Chris Reykdal* Old Capitol Building · PO BOX 47200 · Olympia, WA 98504-7200 · <http://www.k12.wa.us>

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RE: Jonathan Hadlock  
OSPI Case Number: D16-10-065  
Document: Final Order of Suspension

Regarding your request for information about the above-named educator; attached is a true and correct copy of the document on file with the State of Washington, Office of Superintendent of Public Instruction, Office of Professional Practices. These records are considered certified by the Office of Superintendent of Public Instruction.

Certain information may have been redacted pursuant to Washington state laws. While those laws require that most records be disclosed on request, they also state that certain information should not be disclosed.

The following information has been withheld: **None**

If you have any questions or need additional information regarding the information that was redacted, if any, please contact:

OSPI Public Records Office  
P.O. Box 47200  
Olympia, WA 98504-7200  
Phone: (360) 725-6372  
Email: [PublicRecordsRequest@k12.wa.us](mailto:PublicRecordsRequest@k12.wa.us)

You may appeal the decision to withhold or redact any information by writing to the Superintendent of Public Instruction, OSPI P.O. Box 47200, Olympia, WA 98504-7200.



# SUPERINTENDENT OF PUBLIC INSTRUCTION

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IN THE MATTER OF THE EDUCATION	)	
CERTIFICATE OF	)	OPP No. D16-10-065
	)	
	)	
JONATHAN HADLOCK	)	FINAL ORDER
Certificate No. 359100E	)	OF SUSPENSION
_____	)	

After receiving and investigating a complaint from Evergreen Public Schools (“School District”) regarding the above referenced educator, and based upon the facts available as of the date of this Proposed Order, the Superintendent of Public Instruction, through his undersigned designee, institutes this proceeding and finds, as described below, that JONATHAN HADLOCK (“the Educator”) engaged in acts of unprofessional conduct to include WAC 181-87-055(1) and WAC 181-87-055(3) and does hereby SUSPEND the Educator’s Washington Education Certificate No. 359100E for not less than twelve (12) months with conditions enumerated below, based on the following Findings of Fact and Conclusions of Law:

## I. FINDINGS OF FACT

1. On February 20, 1998, the Educator was issued Substitute Teacher Certificate and Initial Teacher Certificate, No. 359100E. The Educator’s Continuing Teacher Certificate will expire on June 30, 2018, but the Substitute Teacher Certificate does not have an expiration date.

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JONATHAN HADLOCK  
FINAL ORDER OF SUSPENSION

2. On or about September 27, 2016, the Office of Professional Practices (“OPP”), within the Office of Superintendent of Public Instruction (“OSPI”), received a complaint letter from Mr. John Deeder, the Superintendent of the School District, alleging the Educator had engaged in acts which may be unprofessional and/or indicative of a lack of personal fitness when the Educator was found to be legally intoxicated while supervising his seventh (7th) grade science class. This was the third complaint letter OPP had received from the School District concerning the Educator.

3. The three (3) complaints alleged the Educator was intoxicated on school premises.

WAC 181-87-055 states:

Unprofessional conduct includes:

(1) Being under the influence of alcohol, marijuana or of a controlled substance, as defined in chapter 69.50 RCW, on school premises or at a school-sponsored activity involving students, following:

- (a) Notification to the education practitioner by his or her employer of concern regarding alcohol or substance abuse affecting job performance;
- (b) A recommendation by the employer that the education practitioner seek counseling or other appropriated and available assistance; and
- (c) The education practitioner has had a reasonable opportunity to obtain such assistance.

The allegation of the two prior complaints was the Educator was intoxicated on school premises; the School District, however, did not recommend the Educator seek treatment. OPP was unable to open an investigation on the first letter of complaint received on April 8, 2015, because the district did not meet the requirements of WAC 181-87-055. OPP investigated the allegation from the second letter of complaint received by OPP on February 25, 2016 (case number D16-03-014), but had to dismiss when it was determined the School District had again not made a recommendation the Educator seek treatment.

4. The Educator has been employed with the School District since approximately the 1998–1999 school year.

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5. On or about January 28, 2016 the School District executed a Last Chance Agreement with the Educator. The Last Chance Agreement stated that on December 2, 2015, the Educator was placed on paid administrative leave following a blood alcohol test that was administered that morning indicating a .159% blood alcohol level. The Educator agreed to undergo three (3) weeks of in-patient treatment, follow treatment recommendations, and provide the School District with proof of completion. In addition, the Educator agreed that if he tested positive for alcohol at any level while at school, this would be sufficient cause for immediate discharge.

6. During the 2015–2016 school year, the Educator was a 7th and 8th grade science teacher at Covington Middle School in the School District.

7. On or about September 14, 2016, the Educator was attending a meeting with other teachers. During the meeting, he became agitated and began to yell at the other teachers in the meeting. Ms. Karrie Fansler, an Instructional Literacy Coach at Covington Middle School, informed Mr. Charbonneau Gourde, Principal of Covington Middle School, she and the other teachers smelled alcohol on the Educator’s breath, and she observed that his behavior, speech, and energy were very different from his normal demeanor.

8. On or about September 14, 2016, the Educator was sent a letter, Notice of Administrative Leave with Pay Pending Investigation. The letter stated that Mr. Gourde received complaints that the Educator was not making sense and smelled of alcohol. Per the Last Chance Agreement, the Educator was given a breathalyzer test. The results of the test revealed the Educator had a blood alcohol level of .302%.

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9. On or about September 20, 2016, the Educator and the School District entered into a Settlement Agreement. The Educator agreed to submit his resignation, effective September 20, 2016, and the School District agreed to allow the Educator to retain full benefits, including health, dental, vision, and prescription benefits through August 31, 2017. In addition, the School District agreed not to challenge any request for unemployment benefits sought by the Educator, should he be unable to obtain employment.

10. On or about July 13, 2017, the Educator met with OPP Investigator, Kathy Griffin. He told the investigator that he had come to school intoxicated on several occasions, including September 14, 2016. He stated that he began drinking heavily and would have to consume alcohol to keep away withdrawal symptoms. The Educator stated that on September 14, 2016, he brought beer to school with him in his backpack and consumed the beer at school. The Educator told the investigator that he is not employed as a teacher at this time, but would eventually like to teach again. The Educator stated he wants to be sober for at least one year prior to looking for another teaching job.

## II. CONCLUSIONS OF LAW

1. Chapter 28A.410 RCW gives the Professional Educator Standards Board the authority to develop regulations determining eligibility for and certification of personnel employed in the common schools of the state of Washington. OSPI acts as the administrator of those statutes and regulations and has the authority to issue, reprimand, suspend, and revoke education certificates. RCW 28A.410.010; RCW 28A.410.090. Chapters' 181-86 and 181-87 of the Washington Administrative Code (WAC) further implement OSPI's authority.

2. OSPI has jurisdiction over the Educator and the subject matter discussed herein.

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3. The Educator committed acts of unprofessional conduct pursuant to WAC 181-87-055(1) and WAC 181-87-055(3) when he repeatedly arrived on school property intoxicated, and proceeded to consume alcohol on school grounds.

4. There is clear and convincing evidence that the Educator committed acts of unprofessional conduct pursuant to WAC 181-86-170.

5. Pursuant to WAC 181-86-080, eleven (11) factors, at a minimum, are to be considered to determine the appropriate level and range of educator discipline:

- (1) The seriousness of the act(s) and the actual or potential harm to persons or property;
- (2) The person's criminal history including the seriousness and amount of activity;
- (3) The age and maturity level of participant(s) at the time of the activity;
- (4) The proximity or remoteness of time in which the acts occurred;
- (5) Any activity that demonstrates a disregard for health, safety or welfare;
- (6) Any activity that demonstrates a behavioral problem;
- (7) Any activity that demonstrates a lack of fitness;
- (8) Any information submitted regarding discipline imposed by any governmental or private entity as a result of acts or omissions;
- (9) Any information submitted that demonstrates aggravating or mitigating circumstances;
- (10) Any information submitted to support character and fitness; and
- (11) Any other relevant information submitted.

6. Based on the foregoing facts and considering them in light of the eleven factors enumerated in WAC 181-86-080, and in light of WAC 181-86-070, WAC 181-87-055(1) and WAC 181-87-055(3), the Educator's education certificate should be suspended for unprofessional conduct.

### III. ORDER

THEREFORE, it is hereby ordered that the Washington Education Certificate, No. 359100E of JONATHAN HADLOCK is **SUSPENDED**. The Educator may not request reinstatement of his education certificate for at least twelve (12) months from the effective date of this ORDER.

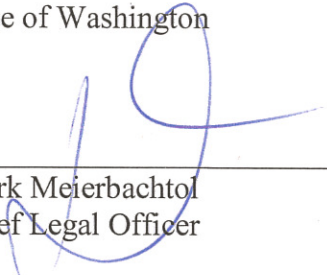


**REINSTATEMENT** of Jonathan Hadlock's education certificate shall require:

- (1) In addition to any mandatory continuing education, the Educator must complete a drug and alcohol evaluation and successfully complete any recommended ALCOHOL ABUSE TREATMENT PROGRAM. The program must be mutually agreed upon by the Educator and OPP;
- (2) The Educator will provide written consent for OPP to release documents to the provider for purposes of completing the evaluation;
- (3) The Educator will provide OPP with treatment records and proof of successful completion of treatment prior to requesting reinstatement.
- (4) The Educator must submit a new application, including a Character and Fitness Supplement, provided by OPP;
- (5) The Educator must complete a fingerprint-based criminal background check through both the Federal Bureau of Investigation and the Washington State Patrol;
- (6) The Educator's fingerprint background check must return with no criminal convictions occurring after the date of issuance of a Final Order of Suspension, that are listed in WAC 181-86-013, RCW 28A.410.090, or any felony convictions; and
- (7) The Educator shall assume all costs of complying with the requirements of this Order.

DATED This 7th day of March, 2018.

CHRIS REYKDAL  
Superintendent of Public Instruction  
State of Washington

  
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Dierk Meierbachtol  
Chief Legal Officer