



SUPERINTENDENT OF PUBLIC INSTRUCTION

RANDY I. DORN OLD CAPITOL BUILDING • PO BOX 47200 • OLYMPIA WA 98504-7200 • <http://www.k12.wa.us>

IN THE MATTER OF THE EDUCATION)	
CERTIFICATE OF)	OPP No. D10-03-017
)	
)	AGREED ORDER
Elizabeth Neal)	OF SUSPENSION
Certificate No. 418381J)	
_____)	

COMES NOW the Office of Superintendent of Public Instruction, under the authority granted by the laws of the state of Washington, having reviewed the file of the above-referenced case, and having considered the entire evidence contained therein, does hereby stipulate by and between the Office of Professional Practices (OPP), Office of Superintendent of Public Instruction (OSPI), and Elizabeth Neal, that the Washington Education Certificate, No. 418381J, of Elizabeth Neal, shall be suspended, based on the Findings of Fact and Conclusions of Law set forth below:

FINDING OF FACTS

1. Elizabeth Neal was issued a Washington Education Certificate, No. 418381J, on July 8, 2004. That certificate currently remains valid.

2. Elizabeth Neal was employed by the Renton School District.

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ELIZABETH NEAL
AGREED ORDER OF SUSPENSION



3. On March 19, 2010, the Office of Professional Practices, within OSPI, received a complaint letter from the superintendent of the Renton School District alleging a lack of good moral character or personal fitness, or a violation of the Code of Professional Conduct, Washington Administrative Code (WAC) 181-87, by Elizabeth Neal.

4. During the 2008-2009 and 2009-2010 school year, Elizabeth Neal discussed personal matters with her students. Elizabeth Neal denies that she discussed inappropriate issues and topics.

5. On the night of November 20, 2009, Elizabeth Neal was the passenger in a vehicle stopped by a Seattle Police Department officer for a traffic violation and the driver was subsequently arrested for a criminal traffic offense.

6. On November 20, 2009, Elizabeth Neal contacted a female student from Hazen High School, S.B., in an attempt to find transportation home.

7. S.B. states that Elizabeth Neal asked for transportation from a Seattle Police Department precinct station to her residence. Elizabeth Neal refutes this and states that she contacted S.B. for an idea on how to obtain transportation.

8. S.B. was unable to provide transportation for Elizabeth Neal. S.B. contacted M.F., female Hazen High School student, and requested that M.F. provide transportation for Elizabeth Neal.

9. Elizabeth Neal had text conversations and phone conversations with M.F. about M.F. providing transportation and where to meet her.

10. M.F. and A.Z., a female Hazen High School student, met Elizabeth Neal at the Seattle Police Department South Precinct station. M.F. and A.Z. transported Elizabeth Neal and a male to Elizabeth Neal's residence in Seattle. M.F. and A.Z. described Elizabeth Neal as intoxicated at the time. Elizabeth Neal states that she had only one alcoholic drink that night and was not intoxicated.

11. On November 21, 2009, Elizabeth Neal sent M.F. a text message asking M.F. not to mention providing transportation for her and the male.

12. On or about November 23, 2009, during scheduled class at Hazen High School, Elizabeth Neal discussed her male friend's traffic arrest in the presence of students and with students. Elizabeth Neal also discussed with students that she had been the victim of an assault during that previous weekend and other inappropriate comments.

13. Elizabeth Neal was placed on administrative leave on November 24, 2009.

14. On March 3, 2010, Paul Apostle, Jr., Assistant Superintendent of Human Resources for the Renton School District, issued Elizabeth Neal a letter of reprimand for inappropriate conduct and communications with Hazen High School students. The letter also informed Elizabeth Neal that she was being transferred to another school for the remainder of the 2009-2010 school year and that her provisional contract would not be renewed for the 2010-2011 school year.

15. On March 5, 2010, Far West Family Services EAP sent Mr. Apostle an overview letter regarding Elizabeth Neal's participation in counseling services at Far West.

16. On April 29, 2010, Elizabeth Neal sent OPP a letter addressing the events of November 20, 2009. Elizabeth Neal also stated that she suffers from Severe Anxiety Disorder and that led to her pattern of bad choices on November 20, 2010.

16. On December 1, 2010, Elizabeth Neal participated in a phone interview with an OPP investigator. On December 6, 2010, OPP received Elizabeth Neal's revised statement electronically. In her interview and statement, among other comments, Elizabeth Neal expressed remorse for her actions on November 20, 2009 and stated that her intent had not been to have a student provide transportation for her.

17. Good moral character and personal fitness is a continuing requirement to maintain a Washington Education Certificate.

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CONCLUSIONS OF LAW

1. OSPI has jurisdiction over Elizabeth Neal and over the subject matter of this action.

2. OSPI has shown by clear and convincing evidence that Washington Education Certificate, No. 418381J, of Elizabeth Neal, should be suspended as provided for in WAC 181-86-070.

3. Elizabeth Neal has violated WAC 181-87-060, RCW 28A.410.090, WAC 181-86-013, and/or WAC 181-86-014.

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ORDER

THEREFORE, it is hereby ordered and agreed that the Washington Education Certificate, No. 418381J, of Elizabeth Neal, be suspended for three (3) months from the date of entry of this Order.

Reinstatement will require successful completion of training, provided by a mutually agreed upon provider, relating to appropriate/inappropriate interactions and behavior with students. The cost of conformance to all reinstatement requirements will be the responsibility of Elizabeth Neal.

AND/OR Reinstatement shall (also) require submission of a new application, including Character and Fitness Supplement, provided by OPP and having Elizabeth Neal's fingerprints be checked by both the Federal Bureau of Investigation (FBI) and the Washington State Patrol (WSP). Reinstatement shall also be contingent upon Elizabeth Neal's fingerprint background check returning with no criminal convictions that are listed in WAC 181-86-013, RCW 28A.410.090, and/or any felony convictions.

DATED This 7th day of January, 2011.

RANDY I. DORN
Superintendent of Public Instruction
State of Washington

Stipulated to and approved
For entry; notice of presentation
waived:

By: Martin T. Mueller
Martin T. Mueller
Assistant Superintendent
Student Support

Elizabeth Neal
Elizabeth Neal, Respondent