



SUPERINTENDENT OF PUBLIC INSTRUCTION

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| IN THE MATTER OF THE EDUCATION |) | |
| CERTIFICATE OF |) | OPP No. D20-07-038 |
| |) | |
| GLENFIELD WATKINS |) | FINAL ORDER |
| Certificate No. 411566C |) | OF MANDATORY |
| |) | PERMANENT REVOCATION |
| |) | |

After receiving and investigating a complaint from Federal Way Public Schools (“School District”) regarding the above referenced Educator, the Superintendent of Public Instruction, through his undersigned designee, institutes this proceeding and finds that GLENFIELD WATKINS (“Educator”) has been convicted of a crime listed in Revised Code of Washington (“RCW”) 28A.400.322 and per RCW 28A.410.090(4) does hereby PERMANENTLY REVOKE the Educator’s Washington Education Certificate No. 411566C, based on the following Findings of Fact and Conclusions of Law:

I. FINDINGS OF FACT

1. On September 5, 2003, the Educator was issued Washington Education Certificate No. 411566C. The Educator’s certificate expired on June 30, 2022. The events described in Findings of Fact 4 and 5 occurred while the Educator’s certificate was valid.
2. During the 2015–2016 school year and the 2016–2017 school year, the Educator was employed by the School District at Totem Middle School as a math teacher.

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3. On July 29, 2020, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received a complaint from Dr. Tammy Campbell, the Superintendent of the School District, alleging that the Educator demonstrated a lack of good moral character and personal fitness pursuant to Washington Administrative Code (“WAC”) 181-86-013(1) and/or committed an act of unprofessional conduct pursuant to WAC 181-87-080.
4. During the 2015-2016 school year, the Educator initiated a sexual relationship with Student A, a 13-year-old, 8th grade, female student.
5. During the 2015–2016 school year and continuing into the 2016-2017 school year, the Educator had Student A perform oral sex upon him and the Educator performed oral sex upon Student A.
6. In April 2020, Student A disclosed the sexual relationship to an adult mentor. Law enforcement was notified.
7. On April 7, 2020, the Educator was placed on administrative leave.
8. On July 1, 2020, an Information and Certification for Determination of Probable Cause were filed in King County Superior Court, charging the Educator with 3 counts of Rape of a Child 2nd Degree, RCW 9A.44.076.
9. On August 9, 2020, the Educator notified the School District of his intention to retire at the conclusion of the 2019–2020 school year.
10. On June 26, 2023, a First Amended Information was filed in King County Superior Court, amending the charges against the Educator to two counts Rape of a Child 2nd Degree, RCW 9A.44.076; Rape of a Child 3rd Degree, RCW 9A.44.079; and Child Molestation 2nd Degree, RCW 9A.44.086.
11. On October 17, 2023, the Educator signed a Statement of Defendant on Plea of Guilty, admitting guilt to the crime of Rape of a Child 3rd Degree.

12. On December 1, 2023, the Educator was found guilty, by plea, of Rape of a Child 3rd Degree. The Educator was sentenced to fourteen (14) months confinement, thirty-six (36) months community custody, required to register as a sex offender, and standard conditions.

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 WAC further implement OSPI's authority.

2. OSPI has jurisdiction over the Educator and the subject matter of this action.

3. Pursuant to WAC 181-86-070, there is clear and convincing evidence the Educator has pleaded guilty to or has been convicted of a crime specified in RCW 28A.410.090(4).

4. Pursuant to RCW 28A.410.090(4) and WAC 181-86-013(2), a plea of guilty or a conviction of Rape of a Child 3rd, RCW 9A.44.079, "bars the certificate holder from any future practice as an education practitioner" and mandates OSPI to permanently revoke the Educator's certificate.

5. Pursuant to WAC 181-86-170, WAC 181-86-013(4), and WAC 181-86-014, there is clear and convincing evidence the Educator has a behavioral problem that endangers the educational welfare or personal safety of students.

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6. Pursuant to WAC 181-86-075, permanent revocation is appropriate discipline when (1) the superintendent of public instruction has determined that the education practitioner has committed a felony crime under WAC 181-86-013 (1) or (2) which bars the education practitioner from any future practice as an education practitioner.

7. Pursuant to WAC 181-86-080, eleven 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.

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8. 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 181-86-075, RCW 28A.410.090(4), WAC 181-87-080, and WAC 181-86, the Educator’s education certificate should be permanently revoked for demonstrating a lack of good moral character and personal fitness pursuant to WAC 181-86-013(2), committing an act of unprofessional conduct pursuant to WAC 181-87-080, and committing a felony crime under RCW 28A.410.090(4) which bars the Educator from any future practice as an educator.

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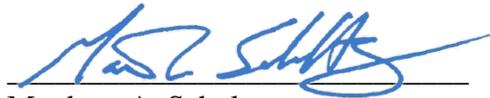
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III. ORDER

THEREFORE, it is hereby ordered that the Washington Education Certificate No. 411566C of GLENFIELD WATKINS is **PERMANENTLY REVOKED**.

DATED this 8th day of March, 2024.

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington



Matthew A. Schultz
Chief Legal and Civil Rights Officer